

MT LEGISLATIVE HISTORY

Chapter 112 19 71

Bill (H) 338 S _____

Original bill & hist. C

H. Committee on Labor + Compensation

S. Committee on Commerce + Labor

Hearing Date(s) Feb 03 C

Hearing Date(s) Feb 19 C

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Date Out Feb 03 C

Feb 19 C

Did this bill originate in an interim committee? Yes No

Committee

Report

LABOR AND COMPENSATION COMMITTEE

42nd Legislative Assembly

Bill No.	Subject Matter	Date In	Hearing Date	Comments	Date Out	Committee Action	Final Action
HB #391 East	Matter of changing unemployment compensation law of commencement date of disqualifications.	1/21	1/27		1/29	DO NOT PASS	KILLED
HB #379 Greely	Excluding incidentals from those deductions which may be made from wages by an employer.	1/21	1/29		2/4	DO NOT PASS	KILLED
HB #372 Greely et al	To amend the restaurant bar and tavern wage protection act.	1/21	1/29		2/4	DO NOT PASS	KILLED
HB #354 Greely et al	To delete limitations as to type of injuries for which additional compensation may be awarded.	1/21	1/29		2/4	DO NOT PASS	KILLED
HB #392 East	Unemployment compensation law extending coverage to non-profit organizations.	1/21	1/27		1/29	DO PASS	SIGNED BY GOVERNOR
HB #338 Hall et al	Establish minimum wages and hours for employees in state of Montana.	1/22	2/3		2/4	DO PASS AS AMENDED	ENROLLING 3/4/71

February 3, 1971

LABOR AND COMPENSATION COMMITTEE MEETING PROCEEDINGS:

A meeting of the Labor and Compensation Committee was held in the Highway Auditorium on Wednesday, February 3, 1971, at 10:30 a.m. with Chairman Vic East presiding. All members were present but Murphy who was excused and Marbut.

HOUSE BILL #338 -- SPONSOR: Representative John Hall said Montana has never had a minimum wage law. Our state is made up primarily of agriculture and business and we should protect all areas of our society. This law covers those in the state who are not covered in the Federal Act other than those in agriculture. Agriculture will be in a three year period starting at \$1.20 minimum wage for the first year, \$1.40 for second year, and \$1.60 for third year. The bill has no other exceptions.

PROPOSERS: Sidney T. Smith, Commissioner of Labor and Industry, read and left herewith a prepared statement.

Jim Murray, Executive Secretary of Montana State AFL-CIO, read and left herewith a prepared statement.

Evelyn Hottenstein, Governor's Commission of Status of Women, said people must have adequate compensation for working. If women were paid \$1.60 an hour they would only receive \$3,800 per year which isn't too much. There are 72% of women working in the state now who make less than the minimum wage. A statement from the Commission is contained herein.

Francis Mitchell, State Low Income Group, introduced 25 people from the state who represented his group. He showed some charts which illustrated that 80% of the employers didn't pay minimum wages. A Vista survey showed 762 men and 1,100 women who received wages below the minimum. He read statements from employers who said they couldn't compete with other employers who pay less than they do. He cited several examples of people working for very little.

Geoffrey Gibbs, Bozeman, Montana Students Presidents' Association, said over 50% of the presidents supported this bill. Only 15% of the students contacted felt that their jobs might be in jeopardy.

Robert Tubbs, Helena businessman, said he ran a "mom and pop" grocery store and never in 21 years had he paid as low as \$1.60 an hour.

Representative Robert Brown, Kalispell, said the farmers in his area supported the minimum wage law and he read letters from the elevator operator and another farmer.

Kurt Dewey, Montana Council of Churches, said the low wages has a crippling effect on children and families.

Other groups supporting the bill were the Montana Catholic Conference, Helena Indian Alliance, and the Montana Council of Social Welfare. A letter was read from Dick Kluck, Augusta (attached herewith).

Jean Anderson, League of Women Voters, Billings, said if the \$1.60 was a minimum wage the money would be spent locally and to the advantage of all employers.

Margaret Harrington, Secretary of Montana Council of Hotel and Motel Workers, left a statement prepared herewith.

Tony Softich, Assistant Commissioner of Labor, said his group was in unanimous support of this bill.

OPPONENTS:

Mr. Socs Vratiss, Montana Retail Association, read a prepared statement which is filed herewith.

Elmer Schuey, lobbyist for Montana Inn Keepers, read the proposed amendments.

Mr. Roland Egan, Manager of Rainbow Hotel in Shelby, read and left a prepared statement herewith.

Kurt Meads, Jordan Motor Inn in Glendive, read and left a prepared statement herewith.

Art Stubkjaer, Glacier Motor Hotel, Cut Bank, read and left a prepared statement herewith.

Mr. DeHewett, Farm Bureau, said he didn't like the 40 hour requirements which would affect farm owners. He supported the proposed amendments.

Dave Smith, Secretary of Montana Wool Growers Association, and also speaking on behalf of the Montana Stockgrowers Association, read and left a prepared statement.

John Cadby, Montana Auto Dealers Association, read a proposed amendment.

Avis Tobin, Executive Secretary for Hardware and Farm Equipment Dealers, supported the amendment.

Don Garrity, representing the Dude Ranchers Association, read and left a prepared amendment.

J. David Penwell, Big Sky of Montana, spoke in favor of Garrity's amendments.

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REBUTTAL: Representative Hall said he was opposed to all of the exclusions but would support Shuey's amendments. When a waitress receives a tip, he said that is entirely between the patron and waitress, and not the employer. The 40-hour requirement doesn't apply to farmers. The end result for the state if this bill is passed will be a net gain.

Questions were asked.

The meeting was adjourned.


VIC EAST, CHAIRMAN


JUDY PRATT, SECRETARY

Mr. Chairman and members of the Labor and Compensation Committee, my name is Sidney T. Smith. I am the Commissioner of Labor and Industry. My appearance is on behalf of the Department of Labor and Industry-urging passage of this minimum wage legislation. *THIS IS THE ONLY MAJOR LEGISLATION WE ARE SPONSORING.* This protection of the underprivileged is, in my opinion, the most needed legislation to rectify a long standing injustice. *THE WORK FIRST* The exploitation of children and women, especially must be stopped. They are the two (2) groups hurt most, but men are also held in near bondage by unjust low wages.

Studies throughout the United States show women being held in what could be called servitude by wages so low that they are forced to seek welfare aid to exist. These women are the working poor. They do not want to accept welfare. Children are exploited with wages so low that they cannot begin to save money to help with their college education or augment income at home to off-set the cost of living.

I have already sent you copies of a Survey made by Vista Workers, that points out the low wages being paid in Montana. This survey emphasizes the need for this legislation now before you-for your committee's consideration. We have extra copies of this Survey if you have need for them.

The fear that enacting minimum wage standards will cause an increase in unemployment has not been proven by any surveys made by the U. S. Department of Labor. In fact the economy seemed to take a boost after the Federal enactment of the minimum wage. The greater purchasing power of those receiving the added wage, stimulates business and is more apt to open up new jobs.

The Status of Women's Committee appointed by former Governor Babcock, a bipartisan committee, appointed from all sections of the state recommended passage of a minimum wage law. Two (2) years ago this endorsement was not brought to the attention of the Committee at that time.

The present Status of Women's Committee appointed by Governor Forrest H. Anderson, also recommends passage of such legislation, and have recommended House Bill #338 be enacted. This Committee is also bipartisan and has members from all sections of Montana.

The cost of living index for 1970 has recently been released by the U. S. Department of Labor and it shows the cost of living increased 38.5%. It would cost \$138.50 to buy what \$100.00 would buy in the 1957-1959 base period. People without wage protection are losing ground with every cost of living increase.

Working people protected by Federal Minimum Wages/and some others with union contracts,/have been able to off-set some of this loss of purchasing power, but not the unprotected. They are working for about the same wage as before that base period.

Gentlemen, put yourself in the position of these wage earners, and visualize your take home pay/based on wages ranging from as low as 35¢ per hour, to 60¢ to \$1.00, or any wage less than \$1.60 per hour. *FIGURE YOUR INCOME/ IF YOU WERE HELD TO THE ABOVE PAY SCALES*

Take a look at a check using the \$1.60, and subtract 38.5% increase cost of living, your check would reflect a real wage of ~~98.4¢~~ per hour. Then separate 26 to 27% costs that face an employee such as social security tax, transportation to and from work, clothing, lunches, and you come up with a pitiful wage. This 26 to 27% estimate is from the U. S. Department of Labor Statistical Division. How can we ever encourage low wage workers to accept this situation in this land of plenty? *BECAUSE OF THESE LOW WAGES*
We receive so many requests for help, asking that something be done about low wages. It makes me "heart sore" to tell them we can do nothing for them.

Gentlemen let me ask you to put yourself in the position of these exploited workers, and ask yourselves, "could I, or my son, or my daughter or my wife live on such wages?" Think about it gentlemen, how would such a pay check allow you to exist, let alone have a meager living?



Box 1176, Helena, Montana

JAMES W. MURRY
EXECUTIVE SECRETARY

ZIP CODE 59601

405 NORTH LAST
CHANCE GULCH

STATEMENT OF JAMES W. MURRY, EXECUTIVE SECRETARY, MONTANA STATE AFL-CIO
BEFORE THE MONTANA HOUSE LABOR AND COMPENSATION COMMITTEE
ON HOUSE BILL 338 - MINIMUM WAGE ACT

FEBRUARY 3, 1971

MR. CHAIRMAN, MEMBERS OF THE COMMITTEE:

MY NAME IS JAMES W. MURRY. I AM THE EXECUTIVE SECRETARY OF THE MONTANA STATE AFL-CIO AND I AM HERE TODAY SPEAKING IN BEHALF OF OUR ORGANIZATION'S SUPPORT OF HOUSE BILL 338.

AT THE OUTSET, I WOULD LIKE TO SAY THAT THE MONTANA STATE AFL-CIO ENDORSES HOUSE BILL 338, NOT AS LABOR LEGISLATION, BUT INSTEAD AS NEEDED SOCIAL LEGISLATION. PASSAGE OF HOUSE BILL 338 WILL HAVE LITTLE IMPACT ON THE VAST MAJORITY OF ORGANIZED WORKERS IN MONTANA. UNIONS, ~~WHICH~~ *Through* COLLECTIVE BARGAINING, HAVE GENERALLY BEEN ABLE TO ESTABLISH SUBSTANTIALLY HIGHER WAGE STANDARDS THAN THOSE CONTAINED IN THIS ACT.

BUT THERE ARE MANY, MANY LOW-WAGE EARNERS IN MONTANA, WHO NEED THE PROTECTION PROVIDED IN HOUSE BILL 338. IT IS ON BEHALF OF THESE WORKERS AND THEIR FAMILIES THAT WE URGE PASSAGE OF THIS LEGISLATION.

I BELIEVE IT IS INTERESTING TO NOTE THAT EVEN UNDER THE PROPOSED \$1.60 PER HOUR MINIMUM WAGE A FAMILY OF TWO ADULTS AND FOUR CHILDREN WOULD MAKE \$9.00 PER MONTH MORE ON WELFARE THAN IF THE HEAD OF THE HOUSEHOLD WORKED FOR THE \$1.60 MINIMUM WAGE. A FAMILY OF THIS SIZE

WOULD RECEIVE \$286.00 PER MONTH ON WELFARE WHILE MAKING ONLY \$277.00 PER MONTH WORKING A 40 HOUR WEEK FOR THE \$1.60 PER HOUR MINIMUM WAGE.

THE \$1.60 PER HOUR MINIMUM WAGE WILL PROVIDE A WORKER WITH AN ANNUAL INCOME OF \$3,328.00. THIS YEARLY WAGE IS STILL BELOW THE GOVERNMENT-DEFINED POVERTY LINE OF \$3,800 PER YEAR FOR A NON-FARM FAMILY OF FOUR. I SUBMIT TO YOU THAT \$1.60 PER HOUR IS NOT AN UNREASONABLY HIGH MINIMUM WAGE STANDARD.

WHEN WE SPEAK OF WORKERS, ESPECIALLY THE HEADS OF FAMILIES, WITH REGULAR FULL-TIME JOBS MAKING LESS THAN \$3,328.00 PER YEAR, WE ARE SPEAKING OF THE MOST SHAMEFUL ASPECT OF THE POVERTY PROBLEM -- THE WORKING POOR. THAT A MAN RISKS POVERTY FOR HIS FAMILY WHEN HE DOES NOT OR CANNOT WORK ALL THE TIME MIGHT BE EXPECTED, BUT TO END THE YEAR WITH SO INADEQUATE AN INCOME, EVEN WHEN HE HAS WORKED ALL WEEK EVERY WEEK, OFTEN MAKES HIS EFFORTS SEEM HOPELESS.

HOW CAN WE EXPECT CHILDREN TO ASPIRE TO BE NORMAL, PRODUCTIVE CITIZENS WHEN THEY SEE THEIR PARENTS WORKING, BUT STILL NOT EARNING ENOUGH TO MEET EVEN MINIMUM FAMILY NEEDS. CERTAINLY, A MINIMUM WAGE MUST BE SET THAT ALLOWS A WORKER SOME DIGNITY -- A WAGE THAT SHOWS HIS CHILDREN IT IS WORTHWHILE TO WORK, A WAGE THAT IS A REAL ALTERNATIVE TO IDLENESS AND ~~delinquency~~ *delinquency*.

IN CONCLUSION, MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE, I WOULD LIKE TO POINT OUT THAT THE MONTANA STATE AFL-CIO IS WELL AWARE OF THE FACT THAT THE OVERWHELMING MAJORITY OF EMPLOYERS IN MONTANA

ARE GOOD, DECENT PEOPLE WHO PAY THEIR EMPLOYEES A LIVABLE WAGE,
IN MANY CASES, IN EXCESS OF THE WAGE FLOOR ESTABLISHED IN HOUSE BILL 338.
ENACTMENT OF HOUSE BILL 338 WILL BRING THE EMPLOYERS PRESENTLY PAYING
SUBSTANDARD WAGES INTO A MORE COMPETITIVE POSITION WITH THOSE
EMPLOYERS ALREADY COMPENSATING THEIR EMPLOYEES AT, OR ABOVE, THE
LEVEL ESTABLISHED BY THIS ACT.

THE MONTANA STATE AFL-CIO ASKS YOUR CONSIDERATION IN GIVING
HOUSE BILL 338 A "DO PASS" RECOMMENDATION.

THANK YOU.

**Statement to
House Committee on Labor & Compensation on House Bill 338
February 3, 1971**

My name is Del Siewert, Executive Vice President, Montana Chamber of Commerce. The Montana Chamber of Commerce is opposed to HB 338 for the following reasons.

1. The principle espoused by the bill is bad economics and is detrimental to the interests of persons it is ostensibly designed to protect.
2. It fails to recognize all income derived from a particular job as income.
3. The confidentiality of employers payroll records is not secured against union organizer access.
4. It duplicates federal statute already applicable to many Montana employers and is therefore unnecessarily burdensome.

STATEMENT: The Montana Chamber of Commerce is opposed to HB 338 for the following reasons.

First, the principle espoused by this act is contrary to sound economics. Pious pronouncements notwithstanding, the price of labor is governed by market and economic considerations of both quantity, quality and demand is highly elastic under most circumstances. If the price of labor is pegged at an artificial statutory level one of several things will happen. The quantity of labor offered will exceed demand.

Secondly, workers who lack ability, have physical handicap or are in marginally productive jobs will become sub-marginal employees, and the number of employees is cut until marginal equilibrium is re-established. All three circumstances equal unemployment. That this in fact, happens has been proven repeatedly through reactions to the federal law. The nearly total automation of elevators, self-service stores, the disappearance of "hand finishing" etc. are examples of this.

Statement to
House Committee on Labor & Compensation on House Bill 338
February 3, 1971

My name is Del Siewert, Executive Vice President, Montana Chamber of Commerce. The Montana Chamber of Commerce is opposed to HB 333 for the following reasons.

1. The principle espoused by the bill is bad economics and is detrimental to the interests of persons it is ostensibly designed to protect.
2. It fails to recognize all income derived from a particular job as income.
3. The confidentiality of employers payroll records is not secured against union organizer access.
4. It duplicates federal statute already applicable to many Montana employers and is therefore unnecessarily burdensome.

STATEMENT: The Montana Chamber of Commerce is opposed to HB 338 for the following reasons.

First, the principle espoused by this act is contrary to sound economics. Pious pronouncements notwithstanding, the price of labor is governed by market and economic considerations of both quantity, quality and demand is highly elastic under most circumstances. If the price of labor is pegged at an artificial statutory level one of several things will happen. The quantity of labor offered will exceed demand.

Secondly, workers who lack ability, have physical handicap or are in marginally productive jobs will become sub-marginal employees, and the number of employees is cut until marginal equilibrium is re-established. All three circumstances equal unemployment. That this in fact, happens has been proven repeatedly through reactions to the federal law. The nearly total automation of elevators, self-service stores, the disappearance of "hand finishing", etc., are examples of the consequences of this type of legislation. These consequences would be particularly severe in a state with a nearly stagnant economy such as Montana. This is so because slow growth is less likely to provide new job opportunities for the displaced workers.

In analyzing the specific provisions of the bill, we would like to call attention to three specific areas of deficiency.

First, no provision is made for the large number of Montana workers who while appearing to be receiving "low wages" are in fact receiving substantial income from gratuities.

A small but representative sample of Montana Chamber members showed the following:

Waitress -- (Average Reported Tips - December, 1970)

High -- \$67.50
Low -- 21.00
Med. -- 41.00

All operators surveyed indicated that tips were in fact substantially higher but unreported. The averages estimated were:

High -- \$220.00
Low -- 100.00
Med. 160.00

Accepting the reported figures and assuming a normal "work month" of 178 hours (8 hours times 22 days) we find that gratuities reported ranged from a

low of 11.8 cents per hour to a high of 37.5 cents per hour with the average being 23 cents per hour.

Gratuities should be recognized in the provisions of HB 338 as part of any statutorily established minimum wage. This is particularly true in industries where gratuities customarily contribute a substantial part of the remuneration.

Secondly, in previous sessions proposed minimum wage bills always contained provisions which would have resulted in opening the confidential payroll records of unorganized employers to the prying of labor union organizers. We find the replacement of this provision with the carte blanche authority to a commissioner to administer the act as he may see fit no more reassuring. We believe that the confidentiality of employer records should be fully guaranteed and protected.

Third, the coverage of the act should be limited to those employees not covered by federal statute. Employers are already plagued by enough government harassment without duplicating coverage of a particular activity by different layers of government.

THE MONTANA COMMISSION ON THE STATUS OF
WOMEN

FORREST H. ANDERSON, GOVERNOR

February 3, 1971

MICHELE P. ROBINSON, CO. CHAIRMAN
3505 WILLOUGHBY AVENUE
BUTTE, MONTANA 59701
722-6878

To: Montana House of Representatives
LABOR AND COMPENSATION COMMITTEE

VALERIE W. SCOTT, CO. CHAIRMAN
FIRST CITIZENS BANK BUILDING
BILLINGS, MONTANA 59101
252-7125

Re: House Bill 338, a bill for an act to establish minimum wages and hours for employees in the State of Montana; delegating to the Commissioner of Labor the duty of administering the act; and providing enforcement.

MEMBERS OF COMMISSION

MRS. VIOLET BUTTERFLY
MRS. NATALIE CANNON
MRS. JUDITH CARLSON
MRS. DOLORES COLBURG
MRS. JANET COX
MRS. OPAL EGGERT
MRS. DOROTHY GARVIN
DR. JEANNINE GILMARTIN
MRS. EDNA J. HINMAN
DR. DEAN HOFFMAN
MRS. EVELYN H. HOTTENSTEIN
MRS. ALMA S. JACOBS
MRS. MAYNE E. JOHNSON
MRS. NINA W. KATHAN
DR. THOMAS KENNEDY
MRS. WILMA LARSON
MRS. MARY MUNCER
MR. CLARENCE NYBLO
MRS. FLORENCE OLD LOFOTE
MRS. CATHERINE PEMBERTON
MRS. HELEN PETERSON
MR. ERNEST POST
MISS GENEVIEVE REMILLARD
MR. CHARLES E. RICE
MRS. MARY BELLE SMITH
MRS. JUDITH F. SPANNAGEL
MR. DOUGLASS H. THOMAS
MRS. DONNA VAN MICHEL
MR. IRON B. BENNETT
IN OFFICIO

MRS. BARBARA BENNETTS, SECRETARY

MR. CHAIRMAN, AND MEMBERS OF THE COMMITTEE:

My name is Michele Robinson, I am Cochairman of the Governor's Commission on the Status of Women, and I speak for the Commission in support of House Bill 338.

As you know, we have studied problems of working women in the State of Montana, and have found appalling statistics which speak for themselves in arguing the need for a minimum wage in Montana.

For example, based on 1960 census figures* the median wages earned by women (73,380 women in the labor force, April, 1960) was \$1,785. This means that half of the women were earning less than \$1,785 per year. At a rate of \$1.60 per hour, annual wages for 48 weeks would be \$3,072 -- an increase which would greatly benefit over half of the working women in Montana.

For minority groups, the need for a minimum wage is even greater. The median income for Negro women in Montana was \$1,017; for Indian women -- \$782.

You gentlemen have an opportunity to create significant change in the lives of thousands of people of Montana. Your favorable action would have a profound effect on the well-being of many thousands of children in Montana. You gentlemen can give dignity to lives devoid of meaning.

I urge you to give House Bill 338 a do pass recommendation.

Thank you.

Michele Robinson
Cochairman

*1970 Census figures unavailable

MINIMUM WAGE AND EMPLOYMENT

In the past twenty years seventeen states have either enacted minimum wage laws, enacted supplementary minimum wage laws, or have amended their laws to set statutory minimum rates. As the following table shows, of these seventeen states fourteen had lower unemployment rates during the year following the year of enactment than during the preceding year. Only three states had higher unemployment rates during the following year than during the preceding year.

<u>State</u>	<u>Year of Passage</u> ¹	<u>Yr. U.R.</u> ²	<u>Yr. U.R.</u>	<u>Net Change</u>
1. Nebraska	1967	1966-2.6%	1968-2.4%	- .2
2. W. Virginia	1966	1965-7.8%	1967-6.4%	-1.4
3. Delaware	1965	1964-4.0%	1966-2.9%	-1.1
4. Indiana	1965	1964-4.0%	1966-2.6%	-1.4
5. Maryland	1965	1964-4.5%	1966-3.1%	-1.4
6. Michigan	1964	1963-5.8%	1965-4.9%	- .9
7. Pennsylvania	1961	1960-8.0%	1962-7.8%	-.2
8. Maine	1959	1958-8.5%	1960-7.4%	-1.1
9. New York	1960	1959-5.2% ³	1961-5.7%	+ .5
10. N. Carolina	1959	1958-6.2%	1960-4.3%	-1.9
11. Vermont	1957	1956-2.7%	1958-6.4%	+3.7
12. Rhode Island	1956	1955-5.6%	1957-6.8%	+1.2
13. Idaho	1955	1954-5.6%	1956-3.7%	-1.9
14. New Mexico	1955	1954-3.7%	1956-2.0%	-1.7
15. Wyoming	1955	1954-3.2%	1956-2.4%	- .8
16. Alaska	1955	1954-12.6%	1956-8.2%	-4.4
17. Connecticut	1951	1950-3.8%	1952-1.9%	-1.9

1. Brief Summary of State Minimum Wage Laws, U.S. Dept of Labor, May, 1966.
2. Numbers 1-8 utilize total unemployment rates, Manpower Report of The President, U.S. Dept of Labor, March, 1970.
3. Numbers 9-17 utilize insured unemployment rates, Manpower Report of The President, U.S. Dept of Labor, March, 1964.

MINIMUM WAGE LAW IN MONTANA

MRS. CHAIRMAN AND COMMITTEE MEMBERS:

I AM HONORABLE K. HARRINGTON, SECRETARY OF THE MONTANA COUNCIL OF UNIONS AND
POWELL, RESTAURANT EMPLOYEES AND WAITERS, A MEMBER OF THE MONTANA
PROTECTIVE UNION, A T. OF BOULDER, MONTANA, SPEAKING ON BEHALF OF WORKING PEOPLE
OF OUR INDUSTRY AND A FEELING COVERED BY UNLAWFUL ACTS.

I FIND A MINIMUM-WAGE LAW IS URGENTLY NEEDED IN OUR STATE. WITH MONTANA'S
GROWING ECONOMY AND EXPANDING POPULATION, OUR STATE NEEDS TO PUT A FLOOR
UNDER WAGES. I CITE SEVERAL REASONS:

1. TO STOP THE EXPLOITATION OF OUR MARGINAL WORKERS, AND THOSE IN
THE SERVICE INDUSTRIES, TRAPPED IN SUB-STANDARD LIVING CONDITIONS.
2. TO IMPROVE THE STATE'S ECONOMY THROUGH GREATER PURCHASING POWER
AND ADDITIONAL INCOME TAXES. THIS ADDED PURCHASING POWER WOULD NOT ONLY
HELP THE BUSINESSMAN ON MAIN STREET BUT WOULD ALSO EXTEND TO OUR COLLEGE
AND OTHER EDUCATIONAL INSTITUTIONS AND TO THE STUDENT WORKER.
WITH A PAID WAGE FOR HIS PART-TIME EMPLOYMENT THAT WOULD PARTIALLY OFFSET
THE COST OF EDUCATION; AND FURTHER, THE STATE COULD RECEIVE ADDITIONAL
STUDENT AND YOUTH HELP.
3. A STATE MINIMUM WAGE WILL HELP PROTECT THE PAID EMPLOYEE FROM
UNFAIR CONDITIONS.
4. IT WILL IMPROVE THE HEALTH, EFFICIENCY AND PRODUCTIVITY OF THE
WORKING CLASS AND WILL ALSO REDUCE THE
BURDEN ON THE COMMUNITY OF SOCIAL WELFARE COSTS.

WE HAVE POCKETED OF POVERTY IN MONTANA WHERE SOME GET A PAID WAGE OF 65¢
PER HOUR. THESE PEOPLE ARE TAXPAYERS, SUFFERING IN STORES, AND IN MANY
FAMILIES, AND THE WELL-TO-DO NOT ONLY DON'T HELP BUT THEY ARE
THE COUNCILS OF THE UNIONS. THEY ARE COMPLETELY DISREGARDING THE NEED
FOR A \$2.00 PER HOUR MINIMUM WAGE, WITH EXTENDED COVERAGE. THEY ARE
THE NEED OF THE WORKING. WHY CAN'T OUR STATE LAWMAKERS TAKE THE INITIATIVE

AND PASS A MINIMUM-WAGE LAW OF OUR OWN STATE. A FEDERAL LAW IS FORCED UPON US.

LET US HERE IN MONTANA REGAIN OUR ONCE PROUD TOE IN ONE OF THE
TOP STATES IN AVERAGE INCOME PER CAPITA, INSTEAD OF AS WE PRESENTLY ARE, ALMOST
AT THE BOTTOM OF THE LADDER.

I CAN ONLY REQUEST AGAIN THAT THIS SESSION OF THE LEGISLATURE ENACT A MINIMUM-
WAGE LAW.

THANK YOU.

RESPECTFULLY SUBMITTED,

Margaret K. Harrington
MARGARET K. HARRINGTON

BEST COPY
AVAILABLE

One of the most eloquent passages in President Nixon's State of the Union message followed his assertion that, "as the forces that shape our lives seem to have grown more distant and impersonal, a great feeling of frustration has crept across our land."

He further stated, "Let us say, we hear you and will give you a chance."

Who is more frustrated than our youth, who out of necessity, are forced to seek employment or wish to earn money so they may further their education, but can only find employment where compensation ranges from 35¢ to 65¢ per hour?

Who is more frustrated than widows with children to rear, who can only find employment where the compensation ranges from 65¢ to \$1.00 per hour, and in rare instances up to \$1.25?

Who is more frustrated than our male heads of families who can only find employment paying \$1.00 or \$1.25 per hour?

We have on file from practically every part of the State, letters demanding our office to seek their receiving the minimum wage, thinking they are covered by the Fair Labor Standards Act.

There are employers that require their employees to work without compensation as training, and some for as much as four (4) weeks.

Legal Services from all parts of the State keep referring people to our office because of inadequate wages.

The Federal Government is demanding in most all Federal Aid Programs, that a certain percentage of Minority Group persons be employed as trainees at not less than the Federal Minimum Wage, and I can for see in the not to distant future

this requirement being imposed on private industry, unless the states take some action toward correcting the inadequate wages being paid by some employers.

Let us say to President Nixon, Montana does hear you and will give our people the chance to end some of their frustration by the enactment of a minimum wage.

TESTIMONY FOR HB 338

THE LOWEST PAID WORKERS IN MONTANA, THOSE MOST FREQUENTLY PAID LESS THAN THE SUGGESTED MINIMUM WAGE, ARE AGRICULTURAL WORKERS AND THOSE IN SERVICE INDUSTRIES. I SPEAK FOR ALL WORKERS BUT ESPECIALLY THOSE WHO WORK IN LAUNDRIES, DEPARTMENT OR GROCERY STORES, OR AS WAITRESSES OR MAIDS ON RESTAURANTS, HOTELS OR RECREATIONAL COMPLEXES. IF WE ARE GOING TO LOOK TO TOURISM, AS WE SEEM TO BE, AS A MONEY MAKING PROPOSITION FOR MONTANA, SHOULD WE NOT ATTEMPT TO SEE THAT MONTANANS EMPLOYED IN THIS INDUSTRY ATTAIN A LIVABLE WAGE?

BUSINESS MAY ALSO PROFIT IN TWO WAYS FROM A MINIMUM WAGE. IF AN EMPLOYER PAYS A LIVABLE WAGE, WHY SHOULD NOT HIS COMPETITION ALSO DO SO? THE MINIMUM WAGES IS NOT SO HIGH THAT VIRTUALLY ALL OF IT WILL NOT QUICKLY BE RETURNED TO THE LOCAL ECONOMY, SO THAT IF EMPLOYEES MAKE A LIVABLE WAGE WILL NOT BUSINESS ALSO PROSPER?

THE LEAGUE OF WOMEN VOTERS SUPPORTS EQUALITY OF OPPORTUNITY IN EMPLOYMENT - THIS DOES NOT MEAN THAT WE SUPPORT WORK FOR WORKS SAKE, BUT WORK AS A TOOL FOR A DECENT, DIGNIFIED LIFE. WE URGE YOUR SUPPORT OF HB 338.

KLICK TELEPHONE 467-2771-UPPER RANCH

TELEPHONE 562-3982-LOWER RANCH

LEO KLICK

"Beyond All Roads"

K BAR L RANCH

KLICK BROS

KL

AUGUSTA, MONTANA 59410

January 31, 1971

Dick Klick of Klick Bros. Augusta, Montana
Duck Ranchers and Outfitters

We hire seasonal employees; mainly packers, guides,
and wranglers. We provide accommodations and
services at less than most competitors. Yet we
have been able to steadily increase our pay scale.

We are increasingly aware of the lack of competent
seasonal employees. We are in hopes that minimum
wage will encourage more people to take an interest
in our type of seasonal job offers.

We are in excess of minimum pay scale on all our male
employees. We will be glad to meet all compliances
of this bill in hopes of increasing job demand and
competence of employees.

Thank You
Dick Klick

Dick Klick



LEGISLATIVE REPORT



P. O. BOX 400 HELENA, MONTANA 59601

Mr. Chairman, Members of this Committee:

My name is Socs Vratiss, registered lobbyist of record for the Montana Retail Association, and I appear here today in opposition to House Bill 338.

John L. Lewis, former President of the United Mine Workers, and probably labor's greatest leader, so very wisely stated, "I want free enterprise and free collective bargaining. Free enterprise and free competition have acted in the past and will act in the future as a brake on profits and will bring lower costs to the consumer." House Bill 338, does not provide for collective bargaining and will accomplish exactly the reverse by stifling the free enterprise system and accelerating costs to the consumer since any increase in wages must be passed on to the consumer if the small grassroots independent businessman in Montana is to survive.

A long hard look at Montana's greatly depressed economic picture deserves the attention of this committee. How bad is Montana's economy? The Great Falls Tribune, on December 4, 1970 quoted the words of Governor Forrest Anderson who said, "Montana is in the worst economic decline it has experienced since the end of the second world war."

The Independent Record, on December 17, 1970 cited figures released the previous day by Employment Security Commission Chairman Gordon Bennett, showing that unemployment was up 88% above the average November figures for the past six years.

The Associated Press, on December 17, 1970 quoting the Employment Security Commission of Montana, revealed that unemployment was at a record 18.716.

The Great Falls Tribune, on December 24, 1970 published the release of the Employment Security Commission which stated that the unemployment rate in Montana in the month of November was 20% higher than in November of 1969.

On December 31, 1970 the Great Falls Tribune, again quoting the Employment Security Commission, stated that jobless claims continued to rise in Montana and that the number of persons seeking employment in the state at Christmas time exceeded 20,000.

The Independent Record, on January 28, 1971, quoting the Employment Security Commission, stated that state employment insurance checks were up by 2.4 million dollars from the 1969 total.

And on January 29, one day later, the Great Falls Tribune carried a shocking story which is indeed a great blow to Montana's economy. The story announced the closing of the Holly Sugar Corporation's large processing plant in Hardin, with resultant loss of a six million dollar payroll to the eastern portion of our state. The closure of the plant will affect over 200 employees who will have to join the ranks of Montana's ever growing unemployed numbers.

Dave Folsom of the Employment Security Commission, set the number of unemployed as of the 31st day of December in Montana, at 19,900 and his estimate of the number of unemployed for January of 1971 was approximately 21,000.

Gentlemen of this committee, I submit to you if the price of labor, alone, is rigged without regard to its skill, if the price can be artificially kited by restrictive practices that are illegal in all other fields, then the free market is in trouble. There is a vast difference between collective bargaining and collective bludgeoning. There is also a great difference between a price earned and a price imposed. That was why anti-trust laws were zeroed in on predatory capital; and predatory unions are no holier. So much for the prologue.

John M. Peterson, Administrator of the Arkansas Employment Security Division, and former Director of that state's Economic Development Program, who is also a professor of economics, joined with Charles T. Stewart, Jr., professor of economics at George Washington University in the nation's capitol, and author of numerous articles and studies in the field of economic growth and development, labor and regional economics, in a very lengthy study published in August of 1969 on the employment effects of minimum wage rates, found evidence to support the view that statutory wage minimums have adverse employment effects; increased unemployment rates, particularly among teenagers, can be traced to minimum wage legislation. In summing up their study, professors Peterson and Stewart concluded that the "impression created in most government studies that minimum wage policy has produced no adverse employment effects is erroneous. In fact, the regressive distribution of these effects -- gains for some workers at the expense of others who are less well off -- invalidates the unqualified claim that statutory wage minimums help the poor and brings into question both the wisdom and equity of such statutory minimums."

I submit, Mr. Chairman and members of this committee, that House Bill 338 is as discriminatory a bill as I have ever studied. It is highly discriminatory against the farm-ranch worker and even more discriminatory against those of our youth who are in the 17 to 20 year age bracket. For this act disregards their rights and their privileges in entirety.

It was very interesting to me to note the voting record of this committee on House Bill 98 which gave adult privileges to those youths of Montana 18 years or older. House Bill 98, which passed out of the House and has been sent to the Senate for concurrence, allows 18 year olds voting privileges, drinking privileges, privileges to execute binding contracts and all the privileges formerly reserved for the so-called adult population. The members of this committee cast 9 yea votes, only 3 nay votes and one member did not vote.

In view of the vote on House Bill 98 I cannot reconcile my thinking to believe that it is the intent of this committee, nor the intent of the Democrat or Republican party, to make second class citizens of those very same people whom it supported for adult status under House Bill 98 and it makes no difference, in my opinion, whether you voted "yea" or "nay" or abstained from voting, the committee of the whole in the House did bestow adult rights upon those 18 year olds.

This committee now has under consideration a bill which would relegate those high school students and those college students, and even those among us who are not attending school but who fall in the bracket of age 18 and up, to second class citizens. I will repeat that I do not believe that it is the intent of this committee or any member of our legislative assembly to relegate the youth of this state to second class citizens, as is provided for under Section 4, subsection (b) on page 2 of the introduced bill, which excludes minors employed in private homes, whose duties consist of menial chores such as baby sitting, mowing lawns, cleaning sidewalks. Under this provision, 18, 19 and 20 year olds are minors until House Bill 98 is concurred in by the Senate and I take great exception to the connotation that baby sitting is a menial chore. For the business of baby sitting, gentlemen, deals in the business of human lives. Personally, I consider a baby sitter as needing many and infinitely more skills than, for instance, a waitress, or hairdresser, or bartender. I repeat, a baby sitter deals in human lives. And that sitter is often the difference between life and death. This has been documented many times in our own state of Montana where a baby sitter has been the cause of saving a human life. We have contacted the University of Montana, Montana State University and Helena's Carroll College and were told that at the University of Montana students seeking baby sitting jobs were large in number and that postings of such jobs were on the bulletin boards throughout the campus. The same report was true at Carroll College. Montana State University reported to us that from 25 to 50 applicants, seeking baby sitting jobs, are handled each quarter through their finance assistance office. Yet House Bill 338 would deny this all-important segment of Montana citizens the same wage as that conferred on others. It would, instead, leave them "naked" in negotiating a price for their extremely valuable services.

I do not believe that the college youth, our leaders of the future, should be relegated to second class citizens by being excluded from obtaining \$1.60 per hour. And House Bill 338 does just that.

We have surveyed the 38 members of the House of Representatives in this session who list their prime occupation as farmer and/or rancher, to ascertain how many of them are partially dependent upon high school and college students as employees in the conduct of their operations. Thirty-three of those 38 House members engaged in farming and/or ranching stated that they employ college and high school students. Only 5 responded that they did not. So, here again, a very vital and important segment of our society, the 17, 18, 19 and 20 year olds, are discriminated against under the provisions of House Bill 338 in that it permits a lower wage to be paid, and deductions to be made from that wage, for those engaged in the back-breaking chore of helping to sustain the economy and feed the people of Montana and the nation -- the farm and ranch worker. And, I dare say that many returning servicemen seek employment on farms and ranches. Surely, those risking their lives in the defense of this country are entitled to the same privileges of all its other citizens and should not be given second class citizen status.

Under Section 3, page 2 of the introduced bill, titled "Compensation" farmers and ranchers will be privileged to enjoy a rate of only \$1.20 per hour for the first year, \$1.40 per hour for the second year and \$1.60 per hour for the third year from the effective date of the act, if enacted. The farm-ranch employer will also be allowed deductions for room and/or board further reducing the wage to the employee. I cannot believe that this committee would extend special dispensation to one group of businesses as opposed to another, since I know of no businessman in Montana who receives government subsidy for the loss of business when he closes his doors on Sundays and the many legal holidays which require him to close. I do know that the farmer and rancher enjoys government subsidy for not planting and not cultivating.

House Bill 338 will further affect and add many to the unemployment rolls in Montana if it is enacted, as witnessed by the replies of Montana's small independent businessmen in a survey of its members by the Montana Retail Association.

53 of these responding stated that they would be forced to drop from their employment rolls one or more employees.

77 stated that they would not be able, nor inclined to employ high school and college students under House Bill 338, were it enacted into law. And the same ratio of these replies would be conceivably true of the more than 11,000 retailers who operate in the state of Montana but who are not members of the Montana Retail Association and were not privileged to answer the survey. I present in evidence and ask that it be made part of the record of this hearing, the returns of this survey, along with individual letters.

And here, gentlemen, we come back to the cycle of creating even greater unemployment to further add to the woes of Montana's depressed economy. How many of these unemployed will eventually wind up on our welfare rolls, which, according to the U. S. Department of Health, Education and Welfare, showed that in July of 1970 there were 23,800 Montanans on the welfare rolls, which was an increase of 22% over the same figure of July of 1969. A 22% increase in welfare recipients in one short year. A further and gigantic drain on the pocketbook of the taxpayers of this state.

I do not think that a legislated minimum wage for Montana is either necessary or expedient at this time.

And, in closing, I submit to this committee a number of amendments.

Mr. Chairman, gentlemen of the committee, I would be hopeful that when this committee does rise and report, it will recommend that House Bill 228 BE NOT PASSED.

Statement by
DAVID A. SMITH
Montana Wool Growers Association
Before the
House Labor and Compensation Committee
February 3, 1971

Mr. Chairman and Gentlemen of the Committee: My name is David Smith and I am the Secretary of the Montana Wool Growers Association speaking today in opposition to House Bill 338. I am also speaking on behalf of the Montana Stockgrowers Association and their Secretary Mons Teigen who was unable to attend this hearing today.

The following areas of House Bill 338 are of concern to us.

(1) In Section 2 - sub-section (b), line 19, the term wage is defined. In specific, the last sentence of the sub-section states that "wage" includes the reasonable cost to the employer of furnishing such employee with board, lodging or other facilities, if such board or facilities are customarily furnished by such employer to the employees; provided however, that in no case shall such inclusion exceed an amount equal to forty percent (40%) of the total wage paid by such employer to such employee.

The objection we register in this regard relates to the 40% figure. Let me give you a typical example as related to me by a Helena Valley stockman the other day. This man pays his worker \$200 in cash wages, \$100 in groceries, pays for a health accident policy on the worker and his family at \$42 per month, provides a house and utilities at approximately \$100 a month and another \$30 a month for meat and milk. This makes a total wage of \$475 per month. If this man worked 25 - eight hour days during the month his wage would be about \$2.37 an hour on the total \$475. However, you can see that his fringe benefits exceed the 40% figure quite substantially, and in fact is over 50% of the \$475 figure.

Another important thing to be noted from the example is that the worker is actually far in excess of the \$1.60 minimum set to be obtained in the proposed legislation in 3 years as it relates to agriculture. This is certainly the case in many many instances across Montana; that is, most ranchers pay more than the minimum wage in order to keep their good help. However, being required to pay a minimum wage for a worker not able to perform up to the standards of other workers would only cause unemployment as the rancher would be forced to let that man go.

Another example of how workers on farms who perform well far exceed the minimum wage is seen in the case of sheep shearing. Sheep are shorn on a per head basis and depending upon the shearer's agreement with his contracting boss, is paid between 45 and 50 cents per head. Shearing 100 head of sheep in 8 hours would amount to an hourly wage of \$5.72 at the 45c figure.

(2.) The definition "of Farm or Ranch" - sub-section (g) (page 2, line 5-10) includes workers involved in...among other things raising, shearing, feeding, caring for, training and management of livestock... In 1966 Congress amended the 1938 Fair Labor Standards Act relating to agricultural workers. It is my understanding that workers involved in range production of livestock are exempt from the minimum wage provisions of this Federal Act. It is of concern to us that these same people are not exempt in the provisions of the proposed Montana legislation.

These general areas are of concern to us and we cannot lend support to this bill until they are resolved. We can see no real need for the legislation in relation to agriculture and urge that it do not pass.

STANDING COMMITTEE REPORT

- ☐ DO PASS
- ☐ DO NOT PASS
- ☐ BE CONCURRED IN
- ☐ BE NOT CONCURRED IN
- ☐ BE ADOPTED
- ☐ BE NOT ADOPTED

Journal

MR. PRESIDENT: SPEAKER:

We, your committee on Labor and Compensation

having had under consideration

House

Bill No. 338

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH MINIMUM WAGES AND HOURS FOR EMPLOYEES IN THE STATE OF MONTANA; DELEGATING TO THE COMMISSIONER OF LABOR THE DUTY OF ADMINISTERING THE ACT; AND PROVIDING ENFORCEMENT."

Respectfully report as follows: That
be amended as follows:

House

Bill No. 338

Amend Section 4, subsection (a), page 2, line 28 of the original bill by inserting after the word "agency" the following words and punctuation: "and students employed at an amusement or recreational establishment that operates on a seasonal basis."

And as amended,

DO PASS

AMENDMENTS TO HOUSE BILL NO. 338

Amend Section 2, subsection (b), beginning with line 19 on page 1 of the introduced bill by deleting subsection (b) in its entirety and inserting in lieu thereof a new paragraph using the following words and language:

"(b) 'Wage' means compensation due to an employee by reason of his employment, payable in legal tender of the United States or check on banks convertible into cash on demand at full face value."

Amend Section 3, on page 2 of the introduced bill, by deleting in its entirety subsection (a), including paragraphs (1), (2) and (3), beginning with line 11 through and including line 20, and inserting in lieu thereof the following words and language:

"(a) Every employer shall pay each of his employees wages at a rate not less than one dollar and sixty cents (\$1.60) per hour."

Further amend Section 3, subsection (b) on page 2 of the introduced bill by deleting all words and language on line 25 of said subsection (b).

Amend Section 4, on page 2 of the introduced bill, by deleting in its entirety subsection (b), beginning on line 30 of page 2 and ending on line 1 of page 3.

AMENDMENTS TO HOUSE BILL NO. 338

Amend Section 4, on page 3 of the introduced bill, by deleting in its entirety subsection (h), beginning on line 15 through and including line 19.

Amend Section 4, on page 3 of the introduced bill, by adding a subsection (l) consisting of the following words and language:

"(l) Any employer who is presently covered under the Federal Wage-Hour Law of the Fair Labor Standards Act and whose volume is less than two hundred and fifty thousand dollars (\$250,000.00) per year."

- ☐ DO PASS
- ☐ DO NOT PASS
- ☐ BE CONCURRED IN
- ☐ BE NOT CONCURRED IN
- ☐ BE ADOPTED
- ☐ BE NOT ADOPTED

STANDING COMMITTEE REPORT

Journal

MR. ~~DEBUNK~~ SPEAKER:

We, your committee on LABOR AND COMPENSATION

having had under consideration HOUSE Bill No. 338

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH MINIMUM WAGES AND HOURS FOR EMPLOYEES IN THE STATE OF MONTANA; DELEGATING TO THE COMMISSIONER OF LABOR THE DUTY OF ADMINISTERING THE ACT; AND PROVIDING ENFORCEMENT.

Respectfully report as follows: That HOUSE Bill No. 338

be amended on page 2, section 3, line 25, after the word "workers" by adding the following material "or any salesman, partsman, or mechanic primarily engaged in selling or servicing automobiles, trailers, trucks, farm implements, or aircraft if employed by a nonmanufacturing establishment primarily engaged in the business of selling such vehicles to ultimate purchasers", and

AS SO AMENDED

DO PASS

AMENDMENT TO

H-338

Page 2 delete paragraph (f) and (g) Lines 3 through 9

And substitute therefor:

The provisions of this Act shall not apply to farm or ranch
Ranch operations"

COMMITTEE ON COMMERCE AND LABOR (CONT.)

BILL NO.	ENTERED COMM.	OUT OF COMM.	DO PASS	DO NOT PASS	DO PASS AS AMENDED	BE CON- CURRED IN	BE CONCURRED IN AS AMENDED	BE NOT CONCURRED IN	Be adopted As amended
SB 268	1/21/71	2/5/71			X				
SB 300	1/21/71	2/3/71		X					
SB 330	1/21/71	DIED IN COMMITTEE							
SB 331	1/21/71	1/25/71	X						
HB 58	1/18/71	2/17/71				X			
HB 86	1/18/71	2/17/71				X			
HB 60	1/20/71	2/17/71				X			
HB 76	1/20/71	2/15/71				X			
HB 185	1/25/71	2/15/71				X			
HB 211	1/25/71	2/17/71				X			
HB 201	1/28/71	2/18/71							
HB 210	1/28/71	2/17/71					X		
HB 315	2/2/71	2/17/71				X			
HB 392	2/2/71	2/17/71					X		
HB 505	2/2/71	2/17/71				X			
HB 57	2/3/71	2/17/71				X			
HB 338	2/10/71	2/19/71				X			
HB 333	2/12/71	2/15/71	RE-REFERRED TO COMMITTEE ON BANKING AND INSURANCE RE-REFERRED TO COMMITTEE ON FINANCE AND CLAIMS						
HB 326	2/12/71	2/17/71							
HB 429	2/12/71	2/22/71					X		
HB 531	2/12/71	2/22/71				X			
HB 541	2/12/71	2/22/71				X			
SR 16	2/ /71	2/26/71							
SR 29	2/2/71	3/3/71	(BE ADOPTED)						

X

MINUTES OF MEETING OF THE
COMMERCE AND LABOR COMMITTEE
STATE SENATE

February 19, 1971

A meeting of the Senate Committee on Commerce and Labor was called to order in the Governor's Reception Room at 9:00 a.m. on the above date. Chairman Siderius presided at the meeting and all committee members were present except for Senator Hibbard.

CONSIDERATION OF HOUSE BILL #338: REPRESENTATIVE LARRY FASBENDER appeared in place of REPRESENTATIVE HALL on HB #338. He read a letter from Representative Hall which each of the committee members had received in advance.

Proponents appearing were:

Mr. Sidney T. Smith - Department of Labor and Industry

In his testimony, he stated that the Department received many requests from low-wage earners to help them, but the department had to turn them down and the worker must either stand a chance of losing his job if he makes a formal complaint to his employer or he must accept his low wages.

Evelyn Hottenstein - Governor's Commission on Status of Women

Mr. James Murry - Montana State AFL-CIO

Stated that they want no further amendments to HB #338

Mr. Robert Brown - Representative, district #30

Presented letters from farmers who are in favor of the bill

Mr. Francis Mitchell - Montana State Low Income Organization

Proponents who were present but unable to testify

Mr. Robert Tubbs - Grocery Store Owner, Helena

Mr. Geoff Gibbs - Montana Student President Association

Mrs. Frisley

Mr. Kirk M. Dewey - Montana Council of Churches

Mrs. Dorothy Eck - League of Women Voters

Mr. Tony Softich - Department of Labor and Industry

Carletta M. Marcher - H&RE #861

Mr. R. L. Rumpy - Joint Council Teamsters #23

Mr. R. L. Hollingquadt - Consultant

Opponents appearing against HB #338:

Mr. Soc Vratil - Montana Retailers Association

Submitted statement and amendments to the committee for consideration

Mr. Mons. Teigen - Montana Stockgrowers Association

Submitted amendments to the committee

Mr. Dave Smith - Montana Wool Growers Association

Mr. Elmer Shye - Montana Innkeepers' Association

Submitted Amendments to the committee

Mr. Gerald Stewart - President of A & W in Montana, Wyoming, N. Dak.

Presented Statement

Mr. Fred A. Johnston - Great Falls, Commercial Livestock Industry

Mr. Wesley A. D'Wart - Montana Farm Bureau

Mr. Craig Winterburn - Agricultural Legislative Agency

Presented statement and amendments to the committee

Mr. Hartman - Montana Employers

Mr. Robert Hanson - Big Timber Montana Rancher

Mr. M. Donaldson -

The witnesses were excused and there was DISCUSSION by the committee members.

SENATOR REARDON MOVED THAT HB #338 BE CONCURRED IN. MOTION SECONDED BY SENATOR HAFFERMAN.

SUBSTITUTE MOTION MADE BY SENATOR HAFFERMAN THAT all amendments be rejected. SECONDED BY SENATOR REARDON. CARRIED.

VOTE taken on original motion that HB #338 BE CONCURRED IN. MOTION CARRIED.

MOTION MADE BY SENATOR BENNETT TO ADJOURN. SECONDED. CARRIED.

ADJOURNMENT.



SENATOR GEORGE SIDERIUS, CHAIRMAN

NAME W. BourkeBILL NO. 11 B 4-29WHOM DO YOU REPRESENT? State Police BdMaintaining State Police Admstr

SURVEY CONDUCTED ON MINIMUM WAGE

This survey was made at the request of the Department of Labor and Industry, and with the cooperation of the Employment Security Commission, and the State Economic Opportunity Office. The intent of this survey is solely to document instances in which people are earning less than \$1.60 per hour.

We travelled throughout the State in an effort to personally obtain the information. The data was gathered by the following methods:

1. Personally contacting the employees.
2. Extracting information from active files of Community Action Program Staff Applications, Neighborhood Youth Corps Applications, and Head Start Applications.
3. Utilizing current individual wage statistics from local Employment Security Commission Offices.
4. Utilizing current client wage data from local legal aid offices.
5. Personally distributing questionnaires in the local areas.

In no case has confidentiality been breached in the data gathering process.

This data has been organized by County. Each County has been sub-divided by occupation, wage and sex. Totals for these categories, by County, have been compiled at the right hand margin and bottom of each page. Figures have been arranged in similar manner, and may be found following the individual County data.

Signed;

Richard J Bourke
Richard Bourke

Roy W. Bourke
Roy Bourke

David Katz
David Katz

Vista Volunteers

WHOM DO YOU REPRESENT?

State of Montana, Bd.

Montana State Police Academy

In addition to the explanation of the survey on the previous page, there are some additional points which need clarification:

1. This survey was never intended to be an exclusive documentation of all persons employed in Montana at less than \$1.60 per hour. It was rather meant to be a "spot check"; a sampling of geographical areas and of occupations which tend to pay less than \$1.60 per hour. Our purpose was to collect as many relevant statistics as was feasible in little over one month in order to document the existence of inadequate wages in Montana.
2. Aggregate data for the entire state can be found on the page following the individual county data.
3. Regarding agricultural labor, room and board was included in the relevant computed wage at a figure of \$20.00 per week. This figure was obtained from the Employment Security Commission guidelines.

NAME C. W. BoringBILL NO. HB 429WHOM DO YOU REPRESENT? State Planning BdMontana State Police AdvisoryBEAVERHEAD COUNTY

Classification	0-\$1.00/hr.		\$1-1.19/hr.		\$1.20-1.39/hr.		\$1.40-1.59/hr.		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Agricultural	1	0	0	0	0	0	0	0	1	0
Clerk	0	0	0	0	0	0	1	2	1	2
Cook	0	0	0	0	2	1	0	0	2	1
Dishwasher	0	0	1	1	0	0	0	0	1	1
Laundry	0	0	0	0	0	2	0	0	0	2
Maid	0	0	0	0	0	1	0	0	0	3
Waitress	0	0	0	3	0	0	0	0	0	3
TOTAL	1	0	1	4	2	6	1	2	5	12

BIG HORN COUNTY

Agricultural	3	0	9	0	7	0	51	0	70	0
Clerk	0	0	0	1	1	0	1	0	2	1
Cook	0	0	0	1	0	0	0	0	0	1
Dishwasher	0	2	0	0	0	0	0	0	0	2
Gen'l Labor	1	0	1	0	2	0	3	0	8	0
Gen'l Service Gas Station Attend.	0	0	0	0	1	0	2	2	3	2
Maid	0	1	0	0	0	1	0	0	0	2
Secrety-Typist	0	0	0	0	0	2	0	1	0	3
Skilled Mechanic	0	0	0	0	1	0	0	0	1	0
Printer	0	0	1	0	1	0	0	0	2	0
Waitress	0	3	0	1	0	1	0	1	0	8
TOTAL	4	8	11	3	11	3	57	4	86	18

BLAINE COUNTY

Agricultural	3	0	0	0	0	0	3	0	6	0
Clerk	0	0	0	0	0	0	1	0	1	0
Cook	0	1	0	0	0	3	0	2	0	6
Gen'l Labor	0	0	0	0	2	0	2	0	4	0
Bus Driver	0	0	0	0	1	0	0	0	1	0
Gen'l Service Maintenance	0	0	0	0	0	2	1	0	1	2
Maid	0	0	0	2	0	0	0	0	0	2
Nurses Aide	0	0	0	0	0	1	0	1	0	2
Semi-skilled	0	0	0	0	4	1	0	0	4	1
Skilled Carpenter	1	0	0	0	0	0	0	0	1	0
Teacher	0	1	0	0	0	0	0	0	0	1
Teacher-aide	0	0	0	0	0	0	0	1	0	1
Waitress	0	2	0	2	0	2	0	0	0	8
TOTAL	4	4	0	4	7	11	7	4	18	21

NAME

N. B. Carter

BILL NO.

H. B. 1-27

WHOM DO YOU REPRESENT?

State of Montana Bd.

Montana State Police Advisory

CARTER COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Waitress	0	0	0	0	0	1	0	0	0	1
TOTAL	0	0	0	0	0	1	0	0	0	1

CASCADE COUNTY

Agricultural	1	0	1	0	1	0	6	0	9	0
Clerk	1	2	1	1	0	1	0	5	2	9
Cook	0	0	0	0	10	0	0	0	10	0
Kitchen Help	0	0	0	0	0	2	0	1	0	3
Gen'l Labor	0	0	0	0	0	0	3	0	3	0
Cab Driver	0	0	0	0	0	0	1	1	1	1
Gen'l Service	1	2	2	1	1	1	1	0	5	4
Car Wash	0	0	3	0	1	0	0	0	4	0
Gas Stat. Atten.	0	0	3	0	1	0	1	0	5	0
Janitor	0	0	0	0	4	0	0	0	4	0
Laundry	0	0	0	0	0	2	0	0	0	2
Maid	0	0	0	30	0	0	0	1	0	31
Nurses Aide	0	0	0	1	0	2	0	4	0	7
Secretary	0	0	0	0	0	2	0	3	0	5
Semi-skilled	1	0	0	0	4	0	1	0	6	0
Waitress	0	3	0	24	0	36	0	16	0	79
Busboy	0	0	0	0	0	0	1	0	1	0
TOTAL	4	7	10	57	22	46	14	31	50	141

CUSTER COUNTY

Agricultural	1	0	0	0	4	0	0	0	5	0
Bartender	0	0	0	0	0	0	1	0	1	0
Clerk	0	1	0	0	4	2	0	6	4	9
Cook	0	0	0	0	0	0	1	1	1	1
Dishwasher	0	0	0	1	0	0	0	2	0	3
Gen'l Labor	1	0	0	0	0	0	0	0	1	0
Cab Driver	1	0	0	0	0	0	0	0	1	0
Dispatcher	0	0	0	1	0	0	0	0	0	1
Gen'l Service										
Bellhop	2	0	0	0	0	0	5	0	7	0
Laundry	0	1	0	0	0	0	0	0	0	1
Maid	0	2	0	20	0	0	0	2	0	24
Nurses aide	0	0	0	2	0	0	0	0	0	2
Sec'y Typist	0	0	0	0	0	0	0	2	0	2
Skilled Seamstress	0	0	0	0	0	0	0	1	0	1
Auto Mech.	0	0	0	0	0	0	1	0	1	0
Waitress	0	8	0	1	0	7	0	1	0	17
TOTAL	5	12	0	23	8	9	8	15	21	61

NAME W. BrownBILL NO. 11 B 4-7WHOM DO YOU REPRESENT? City of Clarksville, Md.maintaining with Police AdvisoryDANIELS COUNTY

Classification	0-\$1.00/hr		\$.11-1.10/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Maid	0	0	0	0	0	0	0	1	0	1
Nurses-aide	0	0	0	0	0	1	0	0	0	1
TOTAL	0	0	0	0	0	1	0	1	0	2

DAWSON COUNTY

Agricultural	0	0	3	0	4	0	5	0	12	0
Barrender	0	0	0	0	0	1	0	0	0	1
Clerk	0	0	0	0	0	2	0	2	0	4
Cook	0	1	0	0	0	3	0	1	0	5
Bakers Helper	0	0	0	0	0	1	0	0	0	1
Dishwasher	0	0	0	17	0	0	0	0	0	17
Gen'l Labor	0	0	2	0	0	0	3	1	5	1
Gen'l Service										
Maintenance	0	0	0	0	1	0	0	0	1	0
City Employee	0	0	0	0	0	0	2	0	2	0
Laundry	0	0	0	1	0	0	0	2	0	3
Maid	0	0	0	8	0	7	0	2	0	17
Nurses-aide	0	0	0	2	0	2	0	1	0	5
Secty-typist	0	0	0	0	0	0	0	1	0	1
Semi-skilled										
meatcutter	0	0	0	0	0	0	0	1	0	1
Skilled teacher-										
aide	0	0	0	0	0	0	0	1	0	1
Waitress	0	1	0	11	0	3	0	2	0	17
TOTAL	0	2	5	22	5	19	10	14	20	74

DEER LODGE COUNTY

Agricultural	0	0	2	0	5	0	2	0	9	0
Clerk	0	0	0	0	0	6	1	4	1	10
Gen'l Labor	0	0	1	0	0	0	1	0	2	0
Gen'l Service	0	1	0	4	1	0	2	1	3	6
Usher	1	0	0	0	0	0	0	0	0	1
Newspaper Folder	0	0	0	0	1	0	0	0	1	0
Merchant police	1	0	0	0	0	0	0	0	1	0
Nurses Aide	0	0	0	0	0	0	0	1	0	1
Secretary	0	0	0	0	0	0	0	1	0	1
Semi-skilled	0	0	1	0	1	0	0	1	2	1
Skilled Mechanic	0	0	1	0	0	0	0	0	1	0
Waitress	0	0	0	10	0	10	1	14	1	34
TOTAL	2	1	5	14	8	16	7	22	22	73

NAME

W. B. Brown

BILL NO.

11 B 9-27

WHOM DO YOU REPRESENT?

State of Montana Bd.Montana State Police AdvisoryCALLAHAN COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Agricultural	0	0	0	0	5	0	10	0	15	0
Clerk	0	2	2	4	1	2	0	4	3	12
Cook	0	0	0	0	1	2	0	5	1	7
Dishwasher	0	0	0	0	2	0	1	0	3	0
Kitchen Help	0	0	0	0	0	1	0	0	0	1
Gen'l Service										
Maintenance	0	0	1	0	1	0	1	0	3	0
Gas Station Atten.	0	0	0	0	2	0	1	0	3	0
Laundry	0	0	0	0	0	0	0	1	0	1
Maid	0	0	0	0	0	1	0	2	0	3
Nurses Aide	0	1	0	0	0	1	0	3	0	5
Semi-skilled										
Tire repair	0	0	0	0	0	0	1	0	1	0
Skilled Painter	0	0	0	0	0	0	1	0	1	0
Waitress	0	1	0	6	0	3	0	4	0	14
Carpenter	0	1	0	1	0	0	0	0	0	2
TOTAL	0	5	3	11	12	10	15	19	30	45

GLACIER COUNTY

Agricultural	2	0	0	0	0	0	5	0	7	0
Barmaid	0	0	0	0	0	0	0	1	0	1
Clerk	0	0	0	1	0	2	0	3	0	6
Cook	0	0	0	0	0	1	0	1	0	2
Dishwasher	0	0	0	0	1	1	1	0	2	1
Gen'l Laborer	0	0	0	0	3	0	3	0	6	0
Dispatcher	0	1	0	0	0	0	0	0	0	1
Gen'l Service										
Gas Station Atten.	0	0	0	0	1	0	2	0	3	0
Maintenance	0	0	0	0	0	0	1	0	1	0
Maid	0	0	0	3	0	1	0	0	0	4
Semi-skilled	0	0	0	0	0	0	1	0	1	0
Waitress	0	1	0	0	0	12	0	0	0	13
TOTAL	2	2	0	4	5	17	13	5	20	28

NAME W. B. Green BILL NO. 11 B-4-29WHOM DO YOU REPRESENT? State Police Bd.Maintenance, State Police, AdversityGRANITE COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Agricultural	0	0	1	0	0	0	0	0	1	0
Dishwasher	0	0	0	0	0	1	0	0	0	1
Gen & Service										
Gas Station Atten.	0	0	1	0	0	0	0	0	1	0
Waitress	0	0	0	1	0	2	0	0	0	3
TOTAL	0	0	2	1	0	3	0	0	2	4

HILL COUNTY

Agricultural	5	0	4	0	6	0	3	0	18	0
Clerk	0	0	0	2	0	3	0	3	0	8
Dishwasher	0	0	0	1	0	0	1	0	1	1
Kitchen Help	0	0	0	1	0	0	0	0	0	1
Gen & Labor	0	0	0	0	3	0	0	0	3	0
Cab Driver	1	0	0	0	0	0	0	0	1	0
Gen & Service	0	0	0	0	0	1	1	0	1	1
Stock Boy	1	0	0	0	0	0	0	0	1	0
Maintenance	0	0	0	1	1	0	2	0	3	1
Laundry	0	0	0	0	0	1	0	1	0	2
Maid	0	0	0	0	0	3	0	0	0	3
Nurses Aide	0	0	0	0	0	2	0	5	0	7
Semi-skilled	0	0	0	0	3	0	1	0	4	0
Electrician & aide	0	0	0	0	1	0	0	0	1	0
Skilled Painter	0	0	0	0	0	0	1	0	1	0
Waitress	0	0	0	0	0	4	0	1	0	5
TOTAL	7	0	4	3	14	14	9	10	34	29

JEFFERSON COUNTY

Agricultural	1	0	0	0	0	0	0	0	1	0
Clerk	0	0	0	0	0	1	0	0	0	1
Gen & Service	0	0	1	1	0	0	0	0	1	1
Nurses-aide	0	0	0	0	0	0	1	0	1	0
Waitress	0	1	0	1	0	0	0	0	0	2
TOTAL	1	1	1	2	0	1	1	0	3	4

NAME W. B. BrownBILL NO. H.B. 27

WHOM DO YOU REPRESENT?

State of Illinois Bd.Member of Nat. Police AdvisoryLAKE COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Agriculture	0	0	0	0	0	0	0	0	0	0
Clerk	0	0	0	0	0	0	0	8	0	8
Cook	0	0	0	0	0	0	0	2	0	2
Bakers Helper	0	0	0	0	0	1	0	0	0	1
Dishwasher	0	0	0	0	0	0	0	0	0	0
Kitchen Help	0	0	0	2	0	0	0	0	0	2
Gen'l Labor	0	0	0	0	0	0	3	0	3	0
Maid	0	0	0	0	0	0	0	2	0	2
Nurses Aide	0	0	0	0	0	0	0	2	0	2
Secretary	0	0	0	0	0	0	0	2	0	2
Receptionist	0	0	0	0	0	1	0	0	0	1
Waitress	0	2	0	2	0	7	0	0	0	11
TOTAL	0	2	0	4	0	9	3	16	3	31

LEWIS & CLARK COUNTY

Agriculture	17	0	16	0	3	0	7	0	43	0
Barmaid	0	0	0	0	0	1	0	0	0	1
Clerk	0	0	0	1	0	8	1	3	1	11
Dishwasher	0	0	0	0	4	1	0	0	4	1
Kitchen Help	0	0	0	0	0	0	0	5	0	5
Gen'l Labor	1	0	0	0	0	0	2	0	3	0
Truck Driver	0	0	0	0	0	0	2	0	2	0
Gen'l Service	1	1	0	2	0	2	1	1	2	6
Stock Boy	0	0	0	0	11	0	0	0	11	0
Gas Station Atten.	0	0	1	0	0	0	0	0	1	0
Maintenance	1	0	0	0	0	0	1	11	2	11
Laundry	0	0	0	0	0	0	4	12	4	12
Maid	0	0	0	0	0	0	0	6	0	6
Nurses Aide	0	0	0	0	0	0	0	1	0	1
Rest Home	0	0	0	0	0	1	0	1	0	2
Secretary	0	0	0	0	0	0	0	1	0	1
Semi-skilled	0	0	0	0	0	1	0	1	0	2
Waitress	0	2	0	1	0	3	0	2	0	8
Carhop	0	0	0	7	0	1	0	0	0	8
Counter	0	0	0	0	8	1	0	3	8	4
Busboy	0	0	1	0	0	0	2	0	3	0
TOTAL	20	3	18	11	26	19	20	47	84	79

NAME C. W. Brown BILL NO. 11 B 4-5WHOM DO YOU REPRESENT? State Chamber BdMontana, State Police AcademyMCONE COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Agricultural	0	0	0	0	0	0	0	0	0	0
Bartending	0	0	0	0	0	0	3	3	3	3
Clerk	0	0	0	0	0	1	0	5	0	6
Cook	0	0	0	0	0	0	0	7	0	7
Dishwasher	0	2	0	0	1	2	0	0	1	4
Gen'l Service										
Ticket Taker	0	1	0	0	0	0	0	0	0	1
Secretary-typist	0	0	0	0	0	0	0	2	0	2
Semi-skilled										
projectionist	0	0	1	0	0	0	0	0	1	0
Waitress	0	0	0	3	0	8	0	1	0	12
TOTAL	0	3	1	3	1	11	3	18	5	35

MISSOULA COUNTY

Agriculture	1	0	2	0	0	1	23	0	26	1
Bartending	0	0	0	0	0	0	1	0	1	0
Clerk	0	0	0	2	2	1	1	2	3	5
Cook	0	0	0	0	1	0	0	0	1	0
Dishwasher	0	0	1	0	0	1	0	0	1	1
Kitchen Help	0	0	0	0	0	0	0	1	0	1
Labor	0	0	1	0	2	0	0	0	3	0
Gen'l Service	0	0	1	0	4	8	0	2	5	10
Maintenance	0	0	0	0	2	0	0	0	2	0
Stock Boy	0	0	0	0	0	0	1	0	1	0
Laundry	0	0	0	0	0	11	0	10	0	21
Secretary	0	0	0	0	0	3	0	4	0	7
Semi-skilled	0	0	0	0	1	5	1	1	2	6
Waitress	0	0	0	1	0	40	0	0	0	41
Busboy	0	0	0	0	5	0	0	0	5	0
TOTAL	1	0	5	3	17	70	27	20	50	93

NAME

W. B. Brown

BILL NO.

11 B 7-27

FROM DO YOU REPRESENT?

State of Montana Bd.

Montana State Police Advisory

PARK COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Agriculture	0	0	5	1	0	0	20	0	25	1
Clerk	0	0	0	0	0	0	0	2	0	2
Dishwasher	0	0	0	0	0	10	0	0	0	10
Maid	0	0	0	19	0	16	0	0	0	35
Waitress	0	0	0	0	0	10	0	0	0	10
TOTAL	0	0	5	20	0	36	20	2	25	58

PHILLIPS COUNTY

Agriculture	0	0	0	0	0	0	0	0	0	0
Cook	0	0	0	0	0	0	0	1	0	1
Bartending	0	0	0	2	2	0	0	0	2	2
Nurses Aide	0	0	0	0	0	0	0	1	0	1
Waitress	0	2	0	3	0	3	0	0	0	8
TOTAL	0	2	0	5	2	3	0	2	2	12

POWDER RIVER COUNTY

Agriculture	0	0	0	0	0	0	1	0	1	0
Cook	0	0	0	0	0	0	0	1	0	1
Maid	0	0	0	0	0	0	0	1	0	1
Waitress	0	0	0	0	0	0	0	3	0	3
TOTAL	0	0	0	0	0	0	1	5	1	5

POWELL COUNTY

Agriculture	0	0	1	0	0	0	1	2	2	2
Waitress	0	0	0	0	0	0	0	0	0	0
Cashier	0	0	0	0	0	1	0	1	0	2
TOTAL	0	0	1	0	0	1	1	3	2	4

NAME W. BrownBILL NO. HB 4-25

WHOM DO YOU REPRESENT?

County of Ravalli Bd.Montana, State Police AdvisoryRAVALLI COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Agriculture	0	0	0	0	4	0	0	0	4	0
Clerk	0	0	0	1	0	1	0	5	0	7
Cook	0	0	0	0	0	1	0	0	0	1
Kitchen Help	0	0	0	0	0	2	0	0	0	2
Gen'l Labor	0	0	0	0	2	0	2	0	4	0
Laundry	0	0	0	0	0	0	0	1	0	1
Maid	0	0	0	0	0	1	0	2	0	3
Nurses aide	0	0	0	0	0	0	0	1	0	1
Waitress	0	0	0	2	0	2	0	2	0	6
TOTAL	0	0	0	3	6	7	2	11	8	21

RICHLAND COUNTY

Agriculture	9	1	3	0	3	0	3	0	18	1
Bartending	0	0	0	1	0	1	0	0	0	2
Clerk	0	0	0	0	0	0	0	2	0	2
Cook	0	0	0	0	0	4	0	1	0	5
Bakers Helper	0	0	0	0	0	1	0	0	0	1
Dishwasher	0	0	0	4	0	1	0	0	0	5
Maid	0	0	0	6	0	1	0	1	0	8
Nurses aide	0	0	0	3	0	1	0	1	0	5
Secretary	0	0	0	1	0	2	0	1	0	4
Waitress	0	0	0	11	0	4	0	0	0	15
TOTAL	9	1	3	26	3	15	3	6	18	48

NAME W. J. C. 13BILL NO. 11 B 4 29WHOM DO YOU REPRESENT? State of Montana BdMontana State Police AcademyROOSEVELT COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Agriculture	2	0	8	0	0	0	1	0	11	0
Bartending	0	0	0	0	1	0	1	0	2	0
Clerk	0	0	0	0	0	8	0	5	0	13
Dishwasher	0	0	0	1	0	2	0	1	0	4
Kitchen Help	0	0	0	1	0	2	2	1	2	4
Gen'l Labor	0	0	0	0	1	0	2	0	3	0
Bus Driver	0	0	0	0	0	0	1	0	1	0
Gen'l Service	0	0	1	0	1	0	1	1	3	1
Gas Station Atten.	0	0	0	0	0	0	2	0	2	0
Maintenance	0	0	0	0	1	0	2	0	3	0
Stock Boy	1	0	0	0	1	0	1	0	3	0
Laundry	0	0	0	0	0	0	0	1	0	1
Maid	0	0	0	1	0	2	0	1	0	4
Nurses-aide	0	0	0	3	0	4	0	5	0	12
Field Nurse	0	0	0	0	0	0	1	0	1	0
Secretary	0	0	0	1	0	0	0	0	0	1
Skilled Teachers-aide	0	0	0	1	0	2	0	1	0	4
Waitress	0	0	0	5	0	7	0	2	0	12
TOTAL	3	0	9	13	5	27	14	18	31	58

ROSEBUD COUNTY

Agriculture	51	0	25	0	0	0	0	0	76	0
Nurses aide	0	0	0	0	0	0	0	1	0	1
Waitress	0	0	0	0	0	1	0	0	0	1
TOTAL	51	0	25	0	0	1	0	1	76	2

SHERIDAN COUNTY

Cook	0	0	0	0	0	0	0	0	0	0
Bakers Help	0	0	0	0	0	0	0	1	0	1
Gen'l Service										
Bakers Helper	0	0	0	0	0	0	0	0	1	0
Nurses aide	0	0	0	1	0	0	0	1	0	2
Skilled Mechanic	0	0	0	0	0	0	1	0	1	0
Waitress	0	0	0	0	0	0	0	1	0	1
TOTAL	0	0	1	1	0	0	1	3	2	4

NAME W. B. BurtBILL NO. 11 B 429WHOM DO YOU REPRESENT? State Chamber BdMontana, Pub. Police AdvisorySILVER BOW COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Agriculture	2	0	3	0	10	0	1	0	16	0
Bartending	0	0	0	0	0	1	0	0	0	1
Clerk	0	0	0	1	0	2	1	6	1	9
Dishwasher	0	0	0	1	0	0	0	0	0	1
Gen'l Labor	0	0	0	0	0	0	3	1	3	1
Cab Driver	0	0	4	0	1	0	0	0	5	0
Gen'l Service										
Collector	0	0	0	0	0	0	0	1	0	1
Delv. Boy	0	0	0	0	0	0	2	0	2	0
Bell Boy	0	0	0	0	0	0	1	0	1	0
Telephone Solicitor	0	0	0	0	0	0	0	1	0	1
Gas Station Atten.	0	0	0	0	0	0	1	0	1	2
Laundry	0	0	0	0	0	2	1	0	0	4
Nurses Aide	0	0	0	1	0	1	0	2	0	4
Secretary	0	0	0	0	0	3	0	1	0	4
Skilled										
Teachers aide	0	0	0	0	0	1	0	0	0	1
Waitress	0	0	0	1	0	1	0	1	0	3
TOTAL	2	0	7	4	11	11	10	13	30	28

VALLEY COUNTY

Avco	1	1	0	0	0	1	0	0	1	2
Agriculture	3	0	12	0	5	0	5	0	25	0
Bartending	0	0	0	1	0	0	0	0	0	1
Clerk	0	0	0	0	0	1	0	2	0	3
Cook										
Bakers Helper	0	0	0	0	0	0	0	1	0	1
Dishwasher	0	0	0	0	0	0	0	1	0	1
Gen'l Labor	0	0	1	0	0	0	0	0	1	0
Truck Driver	0	0	0	1	0	1	1	0	1	3
Gen'l Service										
Maintenance	0	0	0	0	1	0	1	0	3	0
Rel. Aide	0	0	0	0	0	0	0	1	0	0
Laundry	0	0	0	0	0	0	0	0	0	5
Maid	0	0	0	0	0	5	0	0	0	2
Nurses Aide	0	0	0	2	0	0	0	0	0	2
Dental Ass't	0	0	0	0	0	2	0	0	0	1
Secretary	0	0	0	0	0	0	0	1	0	1
Typist	0	0	0	0	0	2	0	0	0	2
Waitress	0	0	0	0	0	5	0	7	0	12
Car Hop	0	0	0	0	0	0	0	0	0	0
TOTAL	5	2	13	4	6	17	8	13	37	36

NAME

W. Brown

BILL NO.

11 B 9-29

FROM DO YOU REPRESENT?

State of Montana B.L.Montana State Police AcademyWIBAUX COUNTY

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		Total	
	M	F	M	F	M	F	M	F	M	F
Maid	0	1	0	0	0	0	0	0	0	1
Secretary	0	0	0	0	0	1	0	0	0	1
Waitress	0	0	0	3	0	0	0	2	0	5
TOTAL	0	1	0	3	0	1	0	2	0	7

YELLOWSTONE COUNTY

Agriculture	3	0	5	0	4	0	0	0	12	0
Bartending	0	0	0	0	0	1	0	0	0	1
Clerk	0	1	3	2	0	3	1	2	4	8
Cook	0	1	0	0	0	3	1	2	1	6
Dishwasher	1	1	0	1	0	2	1	0	2	4
Gen'l Labor	1	0	2	0	2	0	1	1	6	1
Cab Driver	0	0	1	0	0	0	0	0	1	0
Gen'l Service	3	11	5	1	4	1	4	1	16	14
Carwash	0	0	0	0	1	0	0	0	1	0
Maintenance	0	0	2	0	1	1	2	0	5	1
Gas Station Atten.	0	0	0	0	1	0	5	0	6	0
Traffic Cop	0	0	0	0	0	0	0	1	0	1
Playground Instr.	0	0	0	0	0	1	1	2	1	3
Bellhop	1	0	0	0	0	0	0	0	1	0
Laundry	0	1	0	3	1	3	0	1	1	8
Maid	1	1	0	7	0	4	0	6	1	18
Nurses aide	0	0	0	1	0	6	0	3	0	10
Secretary	0	0	0	1	0	3	0	4	0	8
Semi-skilled	0	0	0	1	2	0	2	1	4	2
Skilled Teacher-aide	0	0	0	0	0	2	0	3	0	5
Waitress	0	0	0	5	1	6	0	9	1	20
Carhop	0	1	0	5	0	2	0	1	0	9
TOTAL	10	17	18	27	17	38	18	37	63	119

NAME W. B. Brown BILL NO. 1107-2WHOM DO YOU REPRESENT? Police Union, P.A.Montreal, Que. Police AssociationCUMULATIVE STATISTICS FOR STATE

Classification	0-\$1.00/hr		\$1-1.19/hr		\$1.20-1.39/hr		\$1.40-1.59/hr		TOTAL	
	M	F	M	F	M	F	M	F	M	F
Agricultural	105	1	101	1	68	1	156	3	430	6
Bartending	0	0	0	4	3	5	6	5	9	14
Clerk, Cashier, Checker	1	7	6	16	9	50	10	76	26	149
Cook, Bakers Help	0	3	0	1	14	21	2	29	16	54
Dishwasher, Kitchen Help	1	5	2	31	8	28	6	17	17	76
General Labor	6	2	13	2	20	1	33	4	72	9
General Service	13	16	22	10	46	17	48	24	129	67
Laundry	0	2	0	4	1	21	5	31	6	58
Maid	1	5	0	96	0	47	0	29	1	177
Nurses Aid, Hospital Aid										
Rest Home, Dental Asst.	0	1	0	17	0	24	2	42	2	84
Secretary, Typist										
Receptionist	0	1	0	3	0	19	0	25	0	48
Semi Skilled	1	0	2	1	16	7	7	5	26	13
Skilled	1	2	2	1	2	6	4	7	9	16
Waitress, Counter, Car-										
Hop, Busboy	0	32	1	113	14	197	4	76	19	412
<u>TOTAL</u>	<u>129</u>	<u>77</u>	<u>149</u>	<u>300</u>	<u>201</u>	<u>438</u>	<u>283</u>	<u>368</u>	<u>762</u>	<u>1183</u>

NAME

C. W. Bennett

BILL NO.

1189-5

WHOM DO YOU REPRESENT?

State of Indiana, BdWelfare, Vert. Policy AdvisoryAppendix

As the following tables indicate, the Aid to Dependent Children category of Welfare comprises approximately 30% of the dollar amount of total welfare assistance payments, and is growing at a far greater rate than any other category. (See Table I and Table II). Table III shows the comparative as well as absolute severity of the problem.

It is evident that the A D C category represents the major share of welfare recipients who may be employable. As can be seen from Table IV, a minimum wage of \$1.60 per hour may induce a substantial number of ADC welfare recipients to become employed, thereby reducing their welfare claims. Moreover, as new people enter the labor market, a minimum wage of \$1.60 per hour, may keep them entirely off the welfare rolls.

NAME W. Br. ...BILL NO. 11 B 9-9WHOM DO YOU REPRESENT? State of MontanaMontana State Police Advisory

TABLE IV

MAXIMUM TOTAL WELFARE PAYMENT PER MONTH*

# Of Children	No Adults	One Adult	Two Adults
0	xxx	\$111.00	\$174.50
1	52.75	132.00	204.00
2	84.50	182.50	227.50
3	129.25	206.00	251.00
			<u>\$1.60/hr. = \$277.00</u>
4	153.00	229.50	286.00
5	176.75	264.50	309.50
		<u>\$1.60/hr. = \$277.00</u>	
6	205.50	288.00	333.00
7	229.25	311.50	357.00
8	253.00	335.00	380.50
9	276.75	358.50	404.50
	<u>\$1.60/hr. = \$277.00</u>		
10	300.50	382.50	428.00
11	324.25	406.00	452.00
12	348.00	430.00	475.50

Source: State of Montana Department of Public Welfare

SAMPLE WAGE TABLE

HOURLY WAGE	MONTHLY WAGE	ANNUAL WAGE
\$1.20	\$208.00	\$2,496.00
\$1.40	\$243.00	\$2,912.00
\$1.60	\$277.00	\$3,328.00

Example: One adult and three children would receive, at maximum \$206.00 per month. Two adults and six children \$333.00 per month.

The solid line represents the monthly income of one person employed full time at \$1.60 per hour. Those families whose welfare payments fall above the line would receive more total income if one member of the family were employed full time at \$1.60 per hour. Therefore, there may be an economic advantage by being employed full time at \$1.60 per hour.

NAME

W. B. Brown

BILL NO.

H. B. 429

FROM DO YOU REPRESENT?

City of Portland, Bd.

Mentor, North Police Advisory

TABLE I AID TO DEPENDENT CHILDREN BY COUNTY, SEPTEMBER 1970, COMPARED WITH SAME MONTH LAST YEAR AND FIVE YEARS AGO

County	September 1970				September 1969			September 1965		
	No. of cases Fam- ilies	Chil- dren	Amount	Av. per fam- ily	No. of cases Fam- ilies	Chil- dren	Av. per fam- ily	No. of cases Fam- ilies	Chil- dren	Av. per fam- ily
TOTAL	4,648	12,294	\$651,028	\$140.07	3,282	9,170	\$140.08	1,878	5,931	\$146.26
Alverhead	32	74	4,491	140.34	21	61	134.62	5	14	171.20
Braz Horn	106	303	12,617	119.03	49	116	110.92	31	89	115.39
Blairstown	114	348	16,181	141.94	97	283	130.62	103	316	129.20
Grandwater	4	11	675	169.00	6	13	114.67	4	14	165.00
Carbon	20	55	2,196	109.80	16	44	110.19	5	17	111.00
Butler	3	11	377	125.67	4	13	125.00	1	5	213.00
Lawrence	717	1,914	105,309	116.87	497	1,442	148.27	300	941	154.14
Thompson	18	41	1,911	106.17	18	49	105.67	18	57	129.44
Water	40	101	5,141	128.53	27	69	139.96	19	55	147.60
Warrior	7	20	1,115	159.29	8	19	150.62	5	18	148.20
Beatty	40	104	5,591	139.78	26	71	128.58	14	44	166.64
Deer Lodge	91	213	12,480	136.04	65	150	124.33	21	59	171.52
Elmore	11	32	1,450	131.82	7	24	104.86	8	28	120.36
Elmore	55	145	7,622	138.58	41	119	121.00	31	104	150.19
Elmore	143	362	18,783	131.35	82	249	117.70	84	244	144.79
Gallatin	50	119	7,444	148.88	16	52	150.56	3	9	166.33
Garfield	4	15	708	177.00	3	10	184.67	2	9	160.50
Gardiner	360	951	43,252	120.14	321	810	129.99	108	386	132.38
Golden Valley	2	3	132	66.00	1	2	100.00	2	3	66.50
Granite	11	30	1,244	113.09	9	21	141.67	2	8	160.00
Jefferson	166	440	21,266	128.11	139	386	132.86	123	386	148.09
Madison	7	15	719	102.71	4	10	82.75	3	9	111.11
Indian Basin	6	14	352	58.67	4	10	67.50	2	6	140.00
Lincoln	156	467	22,689	145.44	87	254	122.68	39	115	120.79
Lincoln & Clark	141	344	19,237	136.43	70	173	123.51	28	103	166.43
Liberty	-	-	-	-	2	7	140.50	2	7	176.00
Lincoln	79	192	10,151	128.49	48	129	134.08	44	116	144.77
Madison	4	8	350	87.50	4	7	121.50	4	15	150.00
McCone	1	2	66	66.00	2	3	45.00	3	8	14.33
Meagher	9	17	583	64.78	6	2	82.33	3	3	90.67
Mineral	19	60	3,173	167.00	15	52	183.80	5	15	176.60
Missoula	352	913	56,774	161.29	285	523	167.71	64	181	142.45
Missoula	20	48	2,684	134.40	26	59	111.00	6	60	180.56
Missoula	59	158	8,435	142.97	40	114	140.20	21	63	147.96
Missoula	-	2	167	167.00	-	1	100.00	1	2	150.00
Missoula	32	84	4,004	134.50	28	71	123.54	14	41	142.00
Missoula	57	112	6,107	108.72	42	100	117.19	37	114	123.27
Missoula River	3	7	362	120.67	1	3	113.00	3	9	177.67
Missoula	20	51	2,310	125.50	14	33	105.56	7	27	157.14
Missoula	7	17	753	107.57	7	17	110.00	7	16	125.29
Missoula	52	11	6,763	130.06	27	9	111.56	19	71	170.65
Missoula	6	1	5,917	146.67	37	82	167.83	25	70	176.81
Missoula	219	61	31,978	146.02	120	561	156.44	95	355	152.44
Missoula	145	399	17,838	123.02	126	327	120.61	81	213	115.66
Missoula	40	115	5,259	130.98	29	81	126.28	21	53	127.28
Shelburne	14	26	1,523	108.79	11	15	84.34	13	42	128.56
Shelburne	346	904	50,300	145.40	250	709	153.17	127	420	164.93
Shelburne	16	35	2,117	133.56	12	34	143.57	12	30	125.00
Shelburne	9	21	1,291	143.78	9	21	109.60	6	16	177.50
Shelburne	9	21	1,199	133.22	9	21	137.44	13	53	150.69
Shelburne	27	70	3,475	128.70	23	61	122.41	5	21	151.57
Shelburne	5	11	1,111	107.33	3	6	122.67	5	15	169.00
Shelburne	106	273	14,111	144.10	66	201	147.42	39	14	172.62
Shelburne	5	9	709	141.80	3	7	120.00	5	13	147.57
Shelburne	7	16	920	131.17	6	15	133.33	5	9	128.80
Shelburne	628	1,657	95,014	151.30	466	1,311	156.68	201	668	158.35

NAME W. B. SmithBILL NO. HB-4-29

WHOM DO YOU REPRESENT?

State of Montana, Bd.Montana, North Police Advisory

TABLE II. SUMMARY OF PUBLIC ASSISTANCE AND MEDICAL CARE STATISTICS, SEPTEMBER 1970

A. OBLIGATIONS INCURRED FOR PUBLIC ASSISTANCE AND MEDICAL CARE

Type of Assistance	September 1970	August 1970	September 1969	% Increase or decrease from Aug. 1970-Sept. 1969	
All Public Assistance..	\$2,190,767.08	\$2,330,847.58	\$1,889,147.05	- 6.0	+ 16.0
Old Age Assistance.....	207,082.00	205,287.00	226,388.00	+ 0.9	- 8.5
Aid to Dependent Children	651,028.00	636,539.00	459,730.00	+ 2.3	+ 41.6
Aid to Needy Blind.....	15,870.00	15,398.00	15,201.00	+ 3.1	+ 4.4
Aid to Disabled	182,585.00	177,557.00	142,868.00	+ 2.8	+ 27.8
Medical Care					
Medical Assistance.....	669,345.89	794,104.60	693,820.41	-15.7	- 3.5
Intermediate Care.....	131,061.72	133,994.22	xxxxx	- 2.2	xxxxx
County Medical Program*	290,873.22	324,206.66	309,213.86	-10.3	- 5.9
General Assistance.....	36,472.60	37,417.98	33,701.61	- 2.5	+ 8.2
Burials	6,448.65	6,343.12	8,224.17	+ 1.7	+ 21.6

TABLE III

AID TO FAMILIES WITH DEPENDENT CHILDREN

	Number of Families	Number of Recipients	Average Family Payment	Average Recipient Payment	% Changes From April 1969	
					Number	Amount
U. S. TOTAL	1,069,000	8,001,000	\$179.00	\$46.30	+22.1	+ 30.5
MONTANA	4,200	14,700	\$136.75	\$39.35	+30.1	+ 36.8

Source for Tables I, II, III

Statistical Report

State of Montana Department of Public Welfare,
Vol. XXXII No. 9, September, 1970

NAME W. B. Clark

BILL NO. HB 429

WHOM DO YOU REPRESENT? State of Montana B1

Montana: North American Advisory



The Big Sky Country

MONTANA STATE HOUSE OF REPRESENTATIVES

JOHN C. HALL

COMMITTEES:

JUDICIARY
CONSTITUTION, ELECTIONS AND FEDERAL RELATIONS
EXECUTIVE REORGANIZATION

February 18, 1971

The Honorable George Siderius
Chairman
Senate Commerce and Labor Committee
Montana State Capitol
Helena, Montana 59601

Dear Senator Siderius:

I deeply regret my inability to attend the Commerce and Labor Committee hearing on House Bill 338, the minimum wage bill. Unfortunately, as I mentioned to you in conversation, a hearing before the District Court in Great Falls is set for the same time as the hearing on the minimum wage bill.

I believe that this bill is important to all of Montana and will provide needed additional protection to a significant part of our population. I request the committee to give the bill careful study and to give it a "do pass" recommendation.

I would like to take the liberty of commenting upon any proposed exceptions to the bill. I believe that such exceptions will not in fact serve any useful purpose. The need for a minimum wage has been demonstrated, and I believe that if we are to enact a meaningful bill, we must apply it to the broadest possible spectrum of our people. Most employers, in both large and small businesses, are, I believe, if they are not already, meeting the minimums provided in House Bill 338, ready and willing to assist the general economy and, in the long run, their own, by paying the minimum wage. In the long view, any step which promotes the economic position of the consumer must benefit the producer and supplier. I would therefore respectfully request that the committee not add further exceptions to the coverage of the bill.

I believe House Bill 338 is one of the most important issues before this Legislature. I thank you for your consideration and I hope you will be able to concur in the bill.

Very truly yours,

John C. Hall

NAME

C. W. Brimmer

BILL NO.

HB 4-29

WHOM DO YOU REPRESENT?

State of Montana, Bld

Montana State Policy Advisory
Committee, Inc.

c/o 2330 Amburst

Butte, Montana, 59701

February 17, 1971

the Honorable George Siderius
Chairman Commerce Labor
CommitteeSenate, State of Montana
Helena, Montana 59601Dear Mr Chairman: ^{First Start}The Montana State Policy Advisory
Committee, Inc. would like to go on
record in support of House Bill
338, Minimum Wage Law.We feel that ~~now~~ further
amending is necessary. This Bill,
in its present form is what Montana
needs to further protect and aid
its voting public.Sincerely
Rose Johnson
Chairman
Mont. St. P.A.C.

NAME C. W. BrewerBILL NO. 1109-2WHOM DO YOU REPRESENT? State Planning Bd.MINIMUM WAGE AND EMPLOYMENT

In the past twenty years seventeen states have either enacted minimum wage laws, enacted supplementary minimum wage laws, or have amended their laws to set statutory minimum rates. As the following table shows, of these seventeen states fourteen had lower unemployment rates during the year following the year of enactment than during the preceding year. Only three states had higher unemployment rates during the following year than during the preceding year.

<u>State</u>	<u>Year of Passage</u> ¹	<u>Yr. U.R.</u> ²	<u>Yr. U.R.</u>	<u>Net Change</u>
1. Nebraska	1967	1966-2.6%	1968-2.4%	- .2
2. W. Virginia	1966	1965-7.8%	1967-6.4%	-1.4
3. Delaware	1965	1964-4.0%	1966-2.9%	-1.1
4. Indiana	1965	1964-4.0%	1966-2.6%	-1.4
5. Maryland	1965	1964-4.5%	1966-3.1%	-1.4
6. Michigan	1964	1963-5.8%	1965-4.9%	- .9
7. Pennsylvania	1961	1960-8.0%	1962-7.8%	- .2
8. Maine	1959	1958-8.5%	1960-7.4%	-1.1
9. New York	1960	1959-5.2% ³	1961-5.7%	+ .5
10. N. Carolina	1959	1958-6.2%	1960-4.3%	-1.9
11. Vermont	1957	1956-2.7%	1958-6.4%	+3.7
12. Rhode Island	1956	1955-5.6%	1957-6.8%	+1.2
13. Idaho	1955	1954-5.6%	1956-3.7%	-1.9
14. New Mexico	1955	1954-3.7%	1956-2.0%	-1.7
15. Wyoming	1955	1954-3.2%	1956-2.4%	- .8
16. Alaska	1955	1954-12.6%	1956-8.2%	-4.4
17. Connecticut	1951	1950-3.8%	1952-1.9%	-1.9

1. Brief Summary of State Minimum Wage Laws, U.S. Dept of Labor, May, 1966.

2. Numbers 1-8 utilize total unemployment rates, Mansower Report of The President, U.S. Dept of Labor, March, 1970.

3. Numbers 9-17 utilize insured unemployment rates, Mansower Report of The President, U.S. Dept of Labor, March, 1964.

Mr. Chairman, Members of the Committee:

I am Gerald Stewart, owner-operator from Miles City, President of the Northwest Association of A & W Drive-ins in Montana, Wyoming and North Dakota. With me are: Charles Gibling, Laurel, Montana -- Joe Vromish of Roundup -- John Dudis of Hardin -- Ollever Ellison of Bozeman -- Melvin Monzi of Great Falls -- and Jim Matson of Columbia Falls.

We are here representing 55 A & W Drive-Inns in Montana. We employ between 1500 and 2000 kids of high school age.

This bill in its present form is discriminatory. It, in fact, favors some businesses without giving others any consideration. As far as young people are concerned, it can only decrease their employment opportunities, and swell the growing ranks of unemployed in our state. This is a very severe wage and hour law considering those in many other states for example.

This bill would be very inflationary in a time when we need to hold inflation down.

There are several other factors I would like you to consider. Our job requirements require young people to serve as car hops, who have the energy and willingness to run in and out and serve our drive-inn customers. We, in turn, accommodate them by allowing odd hour shifts, time off for youth and school activities and so on. If we must substantially increase their wages, we must also substantially increase our prices, and lessen our ability to be competitive in the food market. Labor is at least 25% of the cost of our operation, not including our own managers' salaries. If employment continues to cost us more, we must develop ways of automation to cut the number of employees, as well as to increase prices.

We feel that many small businesses, including ours, who in the past have hired many young people would be badly hurt if not put out of business entirely by the passage of HB338 as it now reads. We therefore present for your consideration and approval the following amendment:

That all students 18 years of age and under be excluded from all the provisions of this bill.

California, Colorado, Idaho, Nevada, Oregon, Utah, Washington, and Wyoming--
and from other parts of Spain. Practically all of the others are American.

Pasque herders have been employed for many years in these states under
itinerant visas. In the past five years the number of Pasque working herders
has ranged from 1,200 to 1,000, with the current number at about 1,400.

The Labor Department certifies--before initial entry and once each in
months--that such foreign workers are needed.

The new rates will bring sheepherders more in line with other farm and
ranch workers performing similar tasks.

The number of sheepherders in Region VIII states follow:

Colorado: 207 (109 domestics and 98 aliens).

Montana: 530 (528 domestics and two aliens).

Utah: 1,500 (35 are aliens).

Wyoming: 717 (117 are aliens).

North and South Dakota: None.

Testimony on House Bill 338.

My name is Socs Vratia. I represent the Montana Retail Association and appear here today in opposition to House Bill 338.

"With justice and equality for all." These words have long been revered and believed in by the people of this nation. House Bill 338 contains neither justice nor equality since it is replete with exclusions to the benefit of the farmer, the rancher, the out-of-state owned Park hotels, the dude ranchers and almost everyone except Montana's marginal small independent businessman who bears the full brunt of the impact of this bill. And I submit that these exclusions are the unions' "sweetheart contract." Enactment of this bill opens the door for next session's inclusion of the farm-ranch fraternity to overtime provisions, fringe benefits of all types, and in the interim, a visit from Cesar Chavez and his AFL-CIO farm workers' union.

John L. Lewis, former President of the United Mine Workers, and probably labor's greatest leader, so very wisely stated, "I want free enterprise and free collective bargaining. Free enterprise and free competition have acted in the past and will act in the future as a brake on profits and will bring lower costs to the consumer." House Bill 338 does not provide for free collective bargaining and will accomplish exactly the reverse by stifling the free enterprise system and accelerating costs to the consumer since any increase in wages must be passed on to the consumer. Increased cost to the consumer results in further inflation and further depression to Montana's already woeful economic situation.

Governor Forest Anderson sounded the alarm in Great Falls, Montana on December 4, 1970 when he said, and I quote, "Montana is in the worst economic decline it has experienced since the end of the second world war." Unemployment in Montana was up 88% above the average November figures for the past six years, according to the Employment Security Commission. Unemployment was at a record 18,716. The Employment Security Commission estimated that at the end of January, 1971 there were approximately 21,000 Montanans unemployed. I submit to you that enactment of House Bill 338 will further add to the unemployment rolls.

Those who will find it extremely difficult to find employment under this act will be the college and high school students and the elderly who work four to five hours per day as a matter of necessity.

On January 28, 1971 the Employment Security Commission revealed that state employment insurance checks were up by \$2.4 million from the 1969 total. On January 29, 1971 the Holly Sugar Corporation announced the closing of its processing plant in Hardin with resultant loss of a \$6 million payroll and a lay off of over 200 employees.

Members of this committee, I submit to you if the price of labor, alone, is rigged without regard to its skill, if the price can be artificially kited by restrictive practices that are illegal in all other fields, then the free market is in trouble. There is a vast difference between collective bargaining and collective bludgeoning. There is also a great difference between a price earned and a price imposed. That was why anti-trust laws were zeroed in on predatory capital; and predatory unions are no holier.

John M. Peterson, Administrator of the Arkansas Employment Security Division, and former Director of that state's Economic Development Program, who is also a professor of economics, joined with Charles T. Stewart, Jr., professor of economics at George Washington University in the nation's capital, and author of numerous articles and studies in the field of economic growth and development, labor and regional economics, in a very lengthy study published in August of 1969 on the employment effects of minimum wage rates, found evidence to support the view that statutory wage minimums have adverse employment effects; increased unemployment rates, particularly among teenagers, can be traced to minimum wage legislation. In summing up their study, professors Peterson and Stewart concluded that the "impression created in most government studies that minimum wage policy has produced no adverse employment effects is erroneous. In fact, the regressive distribution of these effects -- gains for some workers at the expense of others who are less well off -- invalidates the unqualified claim that statutory wage minimums help the poor and brings into question both the wisdom and equity of such statutory minimums."

House Bill 338 will further affect and add many to the unemployment rolls in Montana if it is enacted, as witnessed by the replies of Montana's small independent businessmen in a survey of its members by the Montana Retail Association. 53% of those responding stated that they would be forced to drop from their employment rolls one or more employees. 56% stated that they would not be able, nor inclined to employ high school and college students under House Bill 338, were it enacted into law. And the same ratio of these replies would be conceivably true of the more than 11,000 retailers who operate in the state of Montana

but who are not members of the Montana Retail Association and were not privileged to answer the survey. The individual ballots of this survey were placed in the record of the House hearing.

And here we come back to the cycle of creating even greater unemployment to further add to the woes of Montana's depressed economy. How many of these unemployed will eventually wind up on our welfare rolls, which, according to the U. S. Department of Health, Education and Welfare, showed that in July of 1970 there were 23,800 Montanans on the welfare rolls, which was an increase of 22% over the same figure of July of 1969. A 22% increase in welfare recipients in one short year. I submit that H.B. 338 will within a short time add many more Montanans to the welfare rolls - a further and gigantic drain on the pocketbook of the taxpayers of this state.

It seems to me that it is highly inconsistent for this legislative body to impose a mandatory minimum wage upon all of those citizens over whom it has no control while it is currently paying less than the minimum wage called for in this act to many of the state employees over whom it has direct control.

I do not think that a legislated minimum wage for Montana is either necessary or expedient at this time.

In closing, I submit to this committee the following amendments:

Mr. Chairman, members of this committee, I would be hopeful that when this committee does rise and report, it will recommend that House Bill 338 DO NOT PASS.

STANDING COMMITTEE REPORT

- ☐ DO PASS
- ☐ DO NOT PASS
- ☒ BE CONCURRED IN
- ☐ BE NOT CONCURRED IN
- ☐ BE ADOPTED
- ☐ BE NOT ADOPTED

FEBRUARY 19

71

MR. PRESIDENT,

We, your committee on COMMERCE AND LABOR

having had under consideration HOUSE

Bill No. 338

A BILL FOR AN ACT ENTITLED: "AN ACT TO ESTABLISH MINIMUM WAGES AND HOURS FOR EMPLOYEES IN THE STATE OF MONTANA, DELEGATING TO THE COMMISSIONER OF LABOR THE DUTY OF ADMINISTERING THE ACT; AND PROVIDING ENFORCEMENT."

Respectfully report as follows: That HOUSE

Bill No. 338

~~DO PASS~~ BE CONCURRED IN

Senate Committee Report Form

SENATOR SIDERUS

Chairman

AND AS AMENDED BE CONCURRED IN

Motor vehicles.

(1) As to motor vehicles:

Class 1. Any new motor vehicle designated by the manufacturer by a year model not earlier than the year in which the sale is made—seven dollars (\$7) per one hundred dollars (\$100) per year.

Class 2. Any new motor vehicle not in class 1 and any used motor vehicle designated by the manufacturer by a year model of the same or not more than two (2) years prior to the year in which the sale is made—nine dollars (\$9) per one hundred dollars (\$100) per year.

Class 3. Any used motor vehicle not in class 2 and designated by the manufacturer by a year model more than two (2) years prior to the year in which the sale is made—eleven dollars (\$11) per one hundred dollars (\$100) per year.

Other services and goods.

(2) As to services and goods other than motor vehicles: (i) On so much of the principal balance as does not exceed three hundred dollars (\$300), eleven dollars (\$11), per one hundred dollars (\$100) per year; (ii) if the principal balance exceeds three hundred dollars (\$300), but is less than one thousand dollars (\$1,000), nine dollars (\$9) per one hundred dollars (\$100) per year on that portion over three hundred dollars (\$300); (iii) if the principal balance exceeds one thousand dollars (\$1,000), seven dollars (\$7) per one hundred dollars (\$100) per year on that portion over one thousand dollars (\$1,000).

Computation on principal balance.

(b) Such finance charge shall be computed on the principal balance as determined under section 7(f) [74-607(f)] of this act on contracts payable in successive monthly payments substantially equal in amount from the date of the contract until the maturity of the final installment, notwithstanding that the total time balance thereof is required to be paid in installments. A minimum finance charge of twenty dollars (\$20) may be charged on any retail installment contract.

Minimum charge \$20.

Finance charge may yield monthly rate.

(c) When a retail installment contract provides for payment, other than in equal successive monthly installments, the finance charge may be a rate which will provide the same yield as is permitted on monthly payment contracts under subsections (a) and (b) hereof, having due regard for the schedule of payments in the contract.

(d) Notwithstanding the provisions of any other law, a retail charge account agreement may provide for, and the seller or holder may charge, collect and receive a finance charge, as specified herein, for the privilege of paying in installments thereunder. The finance charge may be computed from month to month (which need not be a calendar month) or other regular billing cycle period by applying a rate not to exceed one and one-half percent (1 1/2%) for each such monthly period to an amount (not including any unpaid finance charge) not in excess of the greatest of:

Retail charge account agreement may provide monthly finance charge not to exceed 1 1/2%.

Limitations.

(i) the average daily balance in the account in the billing cycle period; or

(ii) the median amount within a ten dollar (\$10) range within which such average daily balance or beginning balance falls, provided the seller applies the same rate of finance charge to all such balances within such range.

(e) If the finance charge so determined pursuant to (d) above, for such monthly period is less than fifty cents (50¢), a maximum finance charge not in excess of fifty cents (50¢) may be charged, received and collected for such period."

Where less than 50c—maximum charge 50c per month.

Section 3. Effective date and contracts executed prior thereto.

Effective date.

This act shall take effect on July 1, 1971. Provided, however, that section 2 hereof shall govern the finance charge to be charged, collected and received on or after such effective date under any retail charge account agreement, whether entered into before or after such date. This act shall not apply to suits pending before the effective date hereof.

July 1, 1971.

Pending suits exempt.

Approved March 18, 1971.

CHAPTER NO. 417

An Act to Establish Minimum Wages and Hours for Employees in the State of Montana; Delegating to the Commissioner of Labor the Duty of Administering the Act; and Providing Enforcement.

Be it enacted by the Legislative Assembly of the State of Montana:

Policy—minimum wage and overtime compensation standards.

Section 1. **Declaration of policy.** It is declared to be the policy of this act (1) to establish minimum wage and overtime compensation standards for workers at levels consistent with their health, efficiency, and general well-being; (2) to safeguard existing minimum wage and overtime compensation standards which are adequate to maintain the health, efficiency, and general well-being of workers against the unfair competition of wage and hour standards which do not provide such adequate standards of living; and (3) to sustain purchasing power and increase employment opportunities.

Definitions.

"Commissioner."

Section 2. **Definitions.** (a) As used in this act, "commissioner" means the Commissioner of Labor and Industry.

"Wage."

(b) "Wage" means compensation due to an employee by reason of his employment, payable in legal tender of the United States or check on banks convertible into cash on demand at full face value, subject to such allowance as may be permitted by regulations of the commissioner under Section 5 of this act. The term "wage" includes the reasonable cost to the employer of furnishing such employee with board, lodging, or other facilities, if such board, lodging, or other facilities, are customarily furnished by such employer to his employees; provided however, that in no case shall such inclusion exceed an amount equal to forty percent (40%) of the total wage paid by such employer to such employee.

"Employ."

(c) "Employ" means to suffer or permit to work.

"Employee."

(d) "Employee" includes any individual employed by an employer.

"Occupation."

(e) "Occupation" means any occupation, service, trade, business, industry or branch or group of industries or employment or class of employment in which employees are gainfully employed.

"Farm worker."

(f) "Farm worker" means any person employed to do any service performed on a farm or ranch.

"Farm and ranch."

(g) "Farm or ranch" shall mean any endeavor primarily engaged in cultivating the soil, or in connection with raising or harvesting any agricultural or horticultural commodity, including the raising, shearing, feed-

ing, caring for, training, and management of livestock, bees, and poultry and fur-bearing animals and wildlife.

Section 3. **Compensation.** (a) Except as may otherwise be provided pursuant to this act, every employer shall pay to each of his employees wages at a rate not less than one dollar sixty cents (\$1.60) an hour, save and except for farm workers as herein defined and students employed at an amusement or recreational establishment that operates on a seasonal basis, who shall be compensated at not less than the following rates:

Minimum wage—
\$1.60 per hour.

Farm workers and
students minimums.

(1) one dollar twenty cents (\$1.20) an hour for the first year from the effective date of this act.

\$1.20 per hour—
first year.

(2) one dollar forty cents (\$1.40) an hour for the second year from the effective date of this act.

\$1.40 per hour—
second year.

(3) one dollar sixty cents (\$1.60) an hour for the third year from the effective date of this act and thereafter.

\$1.60 per hour—
third year and
thereafter.

(b) No employer shall employ any of his employees for a work week longer than forty (40) hours, unless such employee receives compensation for his employment in excess of forty (40) hours in a work week at a rate of not less than one and one-half ($1\frac{1}{2}$) times the hourly wage rate at which he is employed. No overtime provision shall apply for farm workers. Employers of students at an amusement or recreational area that operates on a seasonal basis who furnish said students with board, lodging or other facilities shall not employ said students for a work week longer than forty-eight (48) hours, unless such students receive compensation for their employment in excess of forty-eight (48) hours in a work week at a rate of not less than one and one-half ($1\frac{1}{2}$) times the hourly wage rate at which they are employed.

40 hour work week.

Overtime— $1\frac{1}{2}$
times hourly wage
rate.

Students employed
in amusement or
recreational area.

48 hour work
week.

Overtime— $1\frac{1}{2}$
times hourly wage
rate.

(c) In the case of a farm worker employed for a part of a calendar year which includes periods requiring working hours in excess of eight hours per day and other seasonal periods requiring working hours substantially less than eight hours per day the employer may pay the worker at a fixed rate of compensation during the term of employment. The employer may elect to: (1) keep a record of the total number of hours worked by the worker during the part of the year during which

Farm workers.

Fixed rate of
compensation or
record of hours
worked.

the worker was employed by him. The total wages paid by such employer to such employee for that part of the year during which said employee was employed by him shall not be less than the applicable minimum wage rate multiplied by the total number of hours so worked, or

(2) In lieu of the minimum wage set forth herein, pay the farm worker a wage as herein defined on a monthly basis. This monthly compensation shall constitute a minimum wage and shall not be less than the following rates:

Minimum hourly rate or monthly basis.

Minimum monthly wage.

\$280—first year. (a) two hundred eighty dollars (\$280) a month for the first year from the effective date of this act,

\$325—second year. (b) three hundred twenty-five dollars (\$325) a month for the second year from the effective date of this act,

\$375—third year. (c) three hundred seventy-five dollars (\$375) a month for the third year from the effective date of this act.

Exclusions. Section 4. **Exclusions.** The provisions of Section 3 of this act shall apply with respect to:

(a) Students participating in a distributive education program established under the auspices of an accredited educational agency.

(b) Persons employed in private homes whose duties consist of menial chores such as baby sitting, mowing lawns, cleaning sidewalks.

(c) Persons employed directly by the head of a household to care for children dependent upon the head of the household.

(d) Immediate members of the family of an employer or persons dependent upon an employer for half or more of their support in the customary sense of being a "dependent".

(e) Any persons not regular employees thereof who voluntarily offer their services to a non-profit organization on a fully or partially reimbursed basis.

(f) Handicapped workers (1) engaged in work which is incidental to training or evaluation programs or (2) whose earning capacity is so severely impaired that they are unable to engage in competitive employment.

(g) Apprentices or learners who may be exempted

by the commissioner for a period not to exceed thirty (30) days of their employment.

(h) Learners under the age of nineteen (19) who are employed as farm workers, provided that such exclusion shall not exceed a period of one hundred eighty (180) days from their initial date of employment and, further provided that during this exclusion period wages paid such learners may not be less than fifty percent (50%) of the minimum wage rate established in this act.

(i) Retired or semi-retired persons performing part-time incidental work as a condition of their residence on a farm or ranch.

(j) Any individual employed in a bona fide executive, administrative, or professional capacity as these terms are defined and delimited by regulations of the commissioner.

(k) Any individual employed by the United States of America.

Section 5. **Regulations.** The commissioner shall make and revise administrative regulations to carry out the purposes of this act. Such regulations shall take effect upon publication by the commissioner. Any person who is aggrieved by an administrative regulation may obtain a hearing before the commissioner upon filing written protest with the commissioner who shall thereupon set such matter for hearing in the county of residence of such protestant within thirty (30) days after receipt of such protest. After such hearing, the commissioner shall promulgate such further administrative regulations as the evidence produced at said hearing shall justify.

Commissioner shall make regulations.

Publication.
Right to hearing.

Protest.

Hearing.

Section 6. **Enforcement.** Enforcement of this act shall be treated as a wage claim action and shall be in accordance with sections 41-1301 through 41-1324, R.C.M. 1947, as amended.

Enforcement.

Section 7. **Provisions cumulative.** The provisions of this act shall be in addition to other provisions now provided by law for the payment and collection of wages and salaries, but shall not apply to employees covered by the Fair Labor Standards Act.

Provisions cumulative.

Exclusion.

Approved March 18, 1971